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MONTHLY LABOR REVIEW

Vol. XX, No. 1



January, 1925

SPECIAL FEATURES IN THIS ISSUE

Apprenticeship in the building trades of Washington, D. C.

Health of the workers

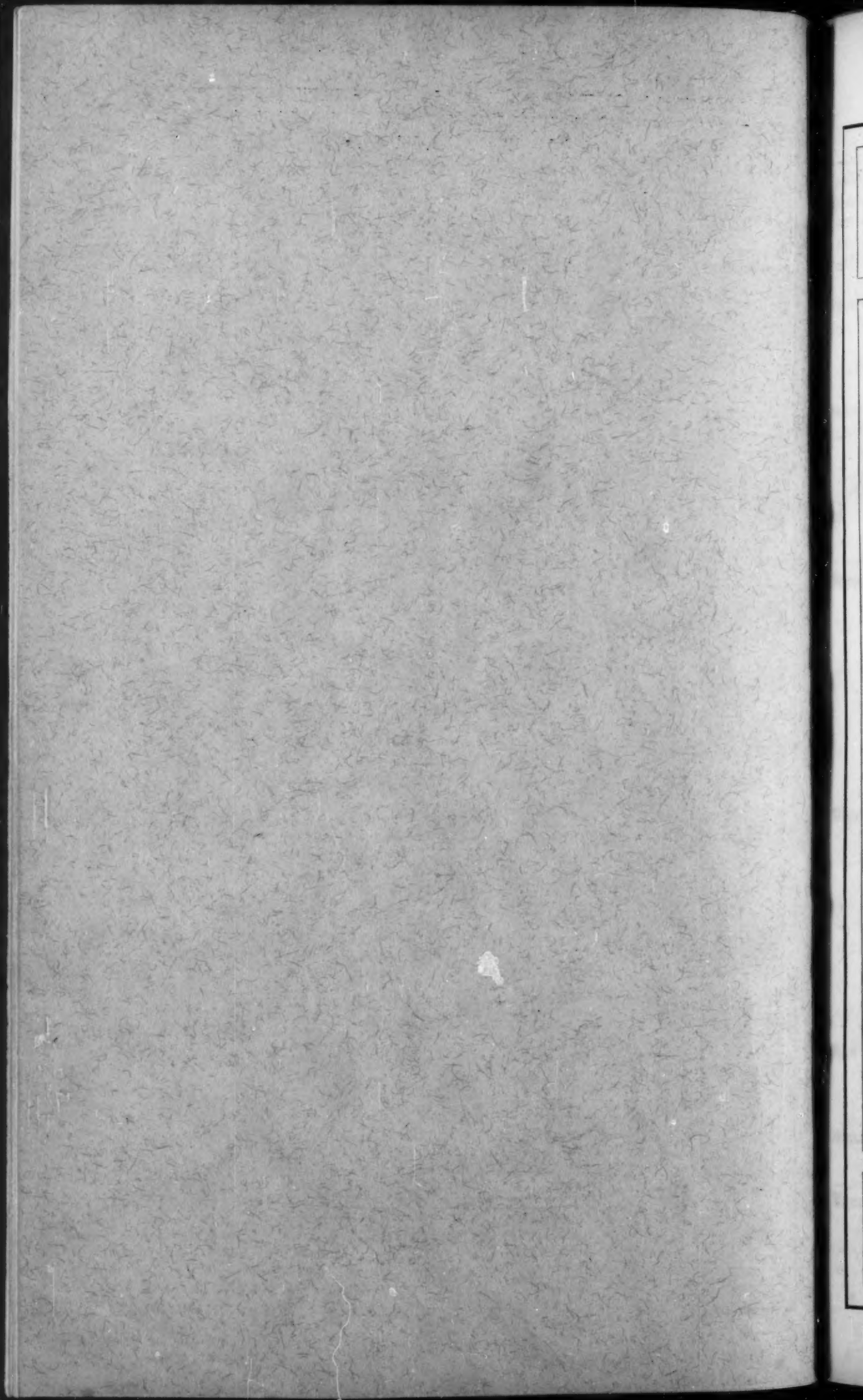
Twelfth Annual Report of the Secretary of Labor

Eighth Annual New York State Industrial Conference

Federal control of child labor: A list of references

Disabling sickness among industrial workers

WASHINGTON
GOVERNMENT PRINTING OFFICE
1925



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U. S. DEPARTMENT OF LABOR
JAMES A. DAVIS, Secretary
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FREDERICK STEWART, Commissioner

MONTHLY LABOR REVIEW

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Contents

Special articles:	Page
Apprenticeship in the building trades in Washington, D. C., by Mary Conyngton, of the United States Bureau of Labor Statistics	1-7
Health of the workers, by Louis I. Dublin, statistician, Metropolitan Life Insurance Co., New York	8-14
Industrial relations and labor conditions:	
Twelfth annual report of the Secretary of Labor	15, 16
Eighth Annual Industrial Conference of New York State	16, 17
Hawaii—Labor conditions	18
India—	
Working conditions in factories in Burma	18, 19
Factory conditions in the Bombay Presidency	19, 20
Persia—Working conditions of industrial labor	20
Prices and cost of living:	
Retail prices of food in the United States	21-41
Retail prices of coal in the United States	42-44
Index numbers of wholesale prices in November, 1924	45
Comparison of retail price changes in the United States and foreign countries	46-48
Cost of living in foreign countries	49-56
Bermuda—Cost of living	57
China—Cost of living of Tsing Hua College employees	57, 58
Denmark—Retail prices in October, 1923, and October, 1924	58, 59
Spain—Cost of living in Madrid	60
Wages and hours of labor:	
China—Wages in Nanking	61
France—	
Salaries and trade-union rights of civil-service employees	61, 62
Wages of metal workers and port laborers	62
Great Britain—	
Railway wages and earnings, 1923 and 1924	62, 63
Standardization of wages on street railways	63-65
Japan—Wages in Tokyo and Osaka	65
Mexico—Wages in Saltillo	65
Sweden—Average wages in certain industries, 1913 and 1923	66
Productivity of labor:	
Effect of short time on speed of production	67, 68
France—Production of coal and iron mines and output per worker, April to June, 1924	68, 69
Minimum wage:	
Massachusetts—Recent wage order	70
Norway—Prolongation of minimum wage act	71
Woman and child labor:	
Federal control of child labor: A list of references, compiled by Laura A. Thompson, librarian, U. S. Department of Labor	71-101
Annual report of United States Women's Bureau	101, 102

Labor agreements, awards, and decisions:**Agreements—**

Brick and clay workers—Kenosha, Wis	Page 103
Carpenters—Chicago	103-105
Hotel and restaurant employees—Cleveland	105-107
Longshoremen	108

Awards and decisions—**Decisions of Railroad Labor Board—Seniority:**

Accountant	108, 109
Chief clerk to assistant superintendent	110
Chief in freight office	110, 111
Machinist	111, 112
Roadway clerk	112
Statistical clerk	112, 113
Train dispatcher	113
Clothing workers—Baltimore	114, 115
Shirt industry—New York City	115
Street railways—Boston	115-119
Denmark—Agreement in the dairy industry	119, 120

Employment and unemployment:

Employment in selected industries in November, 1924	121-130
Employment and earnings of railroad employees October, 1923, and September and October, 1924	131, 132
Extent of operation of bituminous coal mines, November 1 to 22, 1924	132, 133

Recent employment statistics—**Public employment offices—**

Arkansas	133
Illinois	133, 134
Iowa	134
Massachusetts	134
Ohio	135
Pennsylvania	135
Wisconsin	135

State departments of labor—

California	136, 137
Illinois	138, 139
Maryland	140
Massachusetts	141
New York	142
Wisconsin	143, 144

**Australia—Operation of unemployed workers' insurance act, Queens-
land**

144-146

Housing:

Gibraltar—Housing conditions	147
Great Britain—Building societies	148
Sweden—Building operations in 1923	149

Industrial accidents and hygiene:

Disabling sickness among industrial employees	150-152
Effect of working conditions in steam laundries on health of workers	152-155
Pennsylvania—Medical service in small industries in Philadelphia	155, 156
Argentina—Industrial accidents in 1922	156, 157
Great Britain—Industrial poisons and diseases in factories	157-159
Sweden—Industrial accidents in 1921	160

CONTENTS

V

Workmen's compensation and social insurance:	Page
Missouri and Oregon—Action of voters on compensation laws.....	161, 162
Recent workmen's compensation reports—	
California.....	162, 163
New York.....	163-165
Wyoming.....	166, 167
Denmark—	
Operations under workmen's compensation law.....	167
Sick funds, 1924.....	168
France—Franco-Belgian and Franco-Luxemburg conventions relating to social insurance.....	168
Labor laws and court decisions:	
Decisions as to enforceability of orders of Railroad Labor Board..	169, 170
Liability of employer for acts of industrial police.....	170, 171
Union rules discriminating against outside contractors.....	171-173
Arkansas—Absent voters' law held constitutional.....	173, 174
Pennsylvania—Rights of nonresident alien beneficiaries under workmen's compensation law.....	174, 175
Cooperation:	
Management of cooperative stores.....	176, 177
Farmers' cooperative associations in the United States.....	177-180
Cooperation in foreign countries—	
Canada.....	180, 181
Czechoslovakia.....	181
Germany.....	182
Great Britain.....	182-184
Italy.....	185
Lithuania.....	185, 186
Russia.....	186-189
Switzerland.....	189
Labor organizations:	
Australia—Trade-unions in New South Wales.....	190
Great Britain—Membership of trade-unions.....	191, 192
Scandinavian countries—Alliances of trade-unions.....	192
Strikes and lockouts:	
Belgium—Strike of miners.....	193
Canada—Settlement of coal strike.....	193-196
Conciliation and arbitration:	
Conciliation work of the Department of Labor in November, 1924, by Hugh L. Kerwin, Director of Conciliation.....	197, 198
France—Resolutions of Superior Labor Council in regard to conciliation and arbitration.....	199
Immigration:	
Statistics of immigration for October, 1924, by J. J. Kunna, chief statistician, Bureau of Immigration.....	200-204
Ceylon—Regulation of immigrant labor.....	205
France—Immigration to Southwest France.....	206
Factory and mine inspection:	
Massachusetts.....	207
Ohio.....	207
What State labor bureaus are doing:	
Arkansas, California, Illinois, Iowa, Maryland, Massachusetts, New York, Ohio, Pennsylvania, Wisconsin, and Wyoming.....	208

Current notes of interest to labor:

Pennsylvania—Building-trades students in Carnegie Institute, Pittsburgh	Page 209
Changes in personnel of American Federation of Labor	209
Chile—Creation of two new ministries	209
China—Training soldiers in industrial pursuits	209, 210
India—Establishment of employment bureau	210
Japan—Survey of labor conditions	210

Publications relating to labor:

Official—United States	211-213
Official—Foreign countries	213-217
Unofficial	217-227

169, 170	Decisions as to enforceability of orders of Railroad Labor Board
170, 171	Liability of employer for acts of industrial police
171-173	Union rules discriminating against outside contractors
173, 174	Arkansas—Absent voters' law held constitutional
174, 175	Poland—Rights of nonresident alien beneficiaries under workmen's compensation law
175, 177	Cooperation:
177, 180	Management of cooperative stores
180, 181	Farmers' cooperative associations in the United States
181	Cooperation in foreign countries
181	Canada
182	Czechoslovakia
182-184	Germany
184	Great Britain
185	Italy
185, 186	Lithuania
186-189	Russia
189	Switzerland
190	Labor organizations:
191, 192	Australia—Trade-unions in New South Wales
192	Great Britain—Membership of trade-unions
192	Scandinavian countries—Alliances of trade-unions
193	Strikes and lockouts:
193-196	Belgium—Strike of miners
196	Canada—Settlement of coal strike
197, 198	Conciliation and arbitration:
198	Conciliation work of the Department of Labor in November, 1924
198	by Hugh L. Kerwin, Director of Conciliation
199	France—Resolutions of Superior Labor Council in regard to conciliation and arbitration
200-204	Immigration:
204	Statistics of immigration for October, 1924, by J. J. Kunin, chief statistician, Bureau of Immigration
205	Ceylon—Regulation of immigrant labor
206	France—Immigration to Southwest France
207	Factory and mine inspection:
207	Massachusetts
207	Ohio
208	What State labor bureaus are doing: Arkansas, California, Illinois, Iowa, Maryland, Massachusetts, New York, Ohio, Pennsylvania, Wisconsin, and Wyoming

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Apprenticeship in the Building Trades in Washington, D. C.

By MARY CONYNGTON, OF THE UNITED STATES BUREAU OF LABOR STATISTICS

IN SEVERAL cities, as a preliminary to establishing some cooperative system of training apprentices in the building trades, a careful study of the situation has been made, and the attitude of the various interests concerned is well known. But elsewhere there is still considerable vagueness as to what the facts are and why. In an average city in which, as yet, no persistent effort has been made to improve conditions, what attitude do the unions take toward apprenticeship? What restrictions do they impose upon entrance to the trades? How far are such restrictions effective in limiting the number of building craftsmen? What is the attitude of employers toward apprenticeship?

To secure some light on such questions, a local study was undertaken in Washington, D. C., during the past summer, this city being selected as one fairly representative of average conditions. Its needs, as the nation's capital, call for practically every kind of building, and being neither a wholly unionized nor entirely open-shop city, it reflects a situation which is common, if not general.

There are two types of builders in Washington. There is a certain number of large operators who manage a building scheme from beginning to end—buy the land, put up apartment houses or rows of dwellings or business buildings, and sell the finished product. They usually have their own force of workers, they operate on a nonunion basis, and are entirely independent of union restrictions. A larger group is made up of builders who, instead of building on their own responsibility, take contracts to execute for others. Often they specialize along one line, taking contracts for a complete building but subletting all but the particular kind of work they do themselves. These men quite generally operate on a union basis, and it is among them, if anywhere, that trade-union restrictions would be felt. The two groups are not sharply separated, and there may be overlapping in regard to any particular feature, but roughly it may be said that in Washington the large operators work on a nonunion and the average contractor on a union basis. What proportion of the building-trades' workers in Washington belong to unions is not known, but the general belief is that it is large, so much so that the city is not infrequently spoken of as a closed-shop place.

Restriction on Apprenticeship by Trades

IN SOME trades the nature of the work makes the question of apprenticeship of little importance. In some the work is too heavy for a youth and not too complex for the adults who enter the trades to learn by doing. In others each worker needs an individual helper, and the latter, if he has any knack for the work at all, picks it up in the course of his duties. In some of these trades the unions

impose conditions as to the length of time a man must serve before he can be admitted as a craftsman in full standing, and sometimes requirements as to race or citizenship or other qualifications may be made, but there is nothing which can be considered an apprenticeship system.

The majority of the trades, however, maintain such a system, at least in name. In some the national or international organizations lay down general rules, and within their limits the local bodies make their own regulations; in others the whole matter is left to the local unions. The commonest restrictions deal with age at entrance, the number to be admitted, and the length of the apprenticeship to be served; beyond these points there is no uniformity as to what may or may not be required.

The following table shows the conditions imposed by Washington unions in regard to these points:

CONDITIONS IMPOSED BY BUILDING-TRADES UNIONS IN WASHINGTON UPON ENTRANCE TO APPRENTICESHIP

Trade	Age at entrance	Period of training (years)	Basis of apportionment	Number allowed
Bricklayers	16 and under 20	3	Shop	2 per shop.
Carpenters	17 and under 22	4	do.	Do.
Electrical workers	16 and under 21	4	Number of journeymen in union.	1 to 3 journeymen.
Engineers, portable and hoisting	(¹)	(¹)	(¹)	(¹)
Lathers, wood, wire and metal	16 and not over 21	3	Number of journeymen in union.	1 to 10 journeymen plus 1 for union.
Painters and decorators	do.	3	Shop	1 to small, 2 to large, shop.
Plasterers and cement finishers	16 and under 22	4	do.	1 to 4. ²
Plumbers and gas fitters	No limit	3, as helper and 2, as apprentice.	do.	1 or 2. ³
Sheet-metal workers	16 and not over 21	5	do.	1 to 4. ³
Steam fitters and helpers	No limit	5	Number of journeymen in union.	1 to each journeyman.

¹ No restrictions of any kind.

² According to size of shop.

³ Enter as helpers; after 5 years may apply for examination and, if successful, become journeymen.

Reasons Assigned for these Restrictions

THE lower age limit for entrance is usually fixed at or near 16, and the unions justify this on the ground that a boy under that age has not the judgment nor the steadiness nor, in some cases, the physical development required for learning the trades. In general, employers who were questioned agreed with the unions on this point, but in regard to the upper limit many of them thought that the dead line was set at too early an age. The unions themselves differ as to this limit and as to the reasons for enforcing it. The plumbers and gas fitters and the steam fitters and helpers do not impose any upper limit. This may be due to the fact that in both trades a beginner enters as a helper, and does not necessarily train for admission as a journeyman; in both there are helpers of all ages, and it is possible that there might be difficulty about getting the number needed if an age limit were enforced. In some of the other trades the upper limit is justified on the ground

that the work requires a manual dexterity and knack which can be acquired only in youth. The business agent of one union assigned a reason which may perhaps be operative in other trades as well—the intractability of older learners.

"During the war," he said, "we tried letting down the bars. Our trade is too responsible for a boy under 16, so we kept the lower limit but let men come in up to any age they wanted. It didn't work. It happens that in Washington, at least, our journeymen are mostly young; very few are over 30. An apprentice has to work under a journeyman and do what he says. But as soon as a man of 35 or 40, say, got some idea of the work, he resented taking orders from a young fellow of 25 or so; he thought he knew as much about it as the journeyman, and he wasn't going to be bossed. It pretty nearly broke us up and made so much trouble that we have gone back to the old limit."

The time an apprentice must serve varies from three to five years. To an outsider it looks as if the length of the period is based on tradition rather than on a study of the time needed, but the unions hold that it is impossible for a beginner to learn his trade fully and to acquire the facility he ought to have in any shorter period. The bricklayers, however, have recently cut down their apprenticeship period from four to three years. In most of the trades agreements are made for a progressive increase in the pay of apprentices as they pass from one year to another of their training, but as the rate never equals that of a journeyman, the employer profits by the difference if the apprentice is really capable of fully skilled work before the end of the prescribed period.

Probably the restrictions on the number of the apprentices have provoked more criticism than any others. The unions say that were beginners allowed to enter at pleasure the trades would be flooded with half-trained boys who, having acquired a smattering of their craft, would desert their apprenticeship and pass themselves off for journeymen. To some extent this difficulty exists now, but by limiting the number who enter the unions believe they can exercise some selection among the candidates and keep out those who are least likely to go through with their training. Also, the restrictions tend to regularize the supply of workers, preventing a perpetual swing from too many to too few and back again.

Some of the unions permit a worker to take his own son as an apprentice, but except in such cases an entrant must be bound to an employer, not to a journeyman. There are two methods of fixing the number allowed, one using the shop or contractor as the basis of calculation, while the other uses the number of journeymen in the union. Where the first method is used, it seems customary in Washington to set two as the maximum for a shop, allowing only one if the number of journeymen regularly employed falls below a certain figure. The sheet-metal workers allowed a maximum of four at the time of this inquiry, but they were about to alter their rules so as to reduce this number. The bricklayers have the customary maximum of two, but provisionally allow a third, the provision being utilized when it is necessary to find a place for an apprentice who has been thrown out of training by the death or withdrawal from business of his employer. Where the basis of apportionment is the number of journeymen in the union, there is a good deal of

variation in the ratio permitted. The wood, wire, and metal lathers, for instance, allow only 1 apprentice to every 10 journeymen, while the steam fitters permit one helper for each journeyman and allow any helper who has served five years and can pass the required tests to become a journeyman.

Effect of Restrictions Upon Supply of Workers

WHETHER or not these ratios are sufficient to keep the supply of skilled workers up to its present level can not be determined from the data available. No one knows, in the first place, how many skilled workers there are in the building trades in Washington nor how many are needed. The unions know their own membership, but have no reliable figures as to the number of nonunion workers, and the census figures of 1920, besides being out of date, do not carry the trade classification far enough to give a satisfactory view of the situation. In the second place, where the number permitted is based upon the shop and varies with its size, it would require a complete census of the employers and of the working force of each to determine how many apprentices are permitted under the union rules. And in the third place, there are no studies of the rate of wastage in the Washington trades which can be used as the basis for calculating the number of new entrants needed.

Whether or not, however, the ratios permitted are sufficiently large does not seem a question of much practical importance, since in most of the trades they are far from being utilized. The following table shows the number of apprentices enrolled in various trades, as given by the union representatives:¹

Bricklayers	145
Carpenters	300
Electrical workers	65
Painters, paper hangers, and decorators	30
Plasterers and cement finishers	165
Plumbers and gas fitters	175
Sheet-metal workers	25
Steam fitters	175
Wood, wire, and metal lathers	3

In not a single trade in which it was possible to calculate the number of apprentices allowed by union rules was this number found to have been reached; in other words, in not a single trade were employers training as many apprentices as the unions were willing to permit. The painters, who have a shop ratio allowing one to a small and two to a large shop, showed a list of the employers with whom they had an agreement. Assuming that every one of these operated only a small shop—an entirely unjustifiable assumption, of course—still only 35 per cent of the permissible number of apprentices were in training. The electrical employers had 65 per cent of the quota allowed them by union rules, and the number of apprentices in the lathers' trade, small though it seems, was only half of what the union restrictions permitted. The bricklayers show a fairly large proportion of learners,

¹These figures can not be taken as more than approximately correct, since the number of apprentices in any trade is continually fluctuating as boys enter, drop out, or graduate into journeyman status. Also, not all unions require the registration of apprentices as soon as they enter apprenticeship, and where they are not formally registered, there is always the chance of a mistake as to the exact number at any given time.

²Including 80 apprenticed to their fathers.

but only a little over one-third of these are apprenticed to employers. On the whole, there seemed more ground for complaint by the unions that the employers would not train new workers than for complaint by the employers that the unions unduly restrict the number entering the trades.

Methods of Recruitment, Supervision, and Training

NEITHER employers nor unions are making any organized efforts to secure apprentices. In the past several attempts have been made to establish an effective system of apprenticeship with well-worked-out plans of training which would make it decidedly worth a boy's while to come into the trades, but for one reason or another these all fell through, and at present matters are drifting. It is generally admitted that in many of the trades Washington is not training its own workers, but both sides seem content to let the future take care of itself and to trust to attracting from the surrounding country as many craftsmen as may be needed to make up any local shortage.

Ordinarily the unions intrust the supervision of the apprentices either to their business agent or to their secretary, though there are exceptions. In some of the trades, notably the plasterers and cement finishers, every union man working in a shop with an apprentice is held responsible for his welfare and advancement, but the business agent is the official representative through whom the union takes action should that become necessary. The plumbers and the sheet-metal workers give the supervision to a committee composed of equal numbers of representatives of the employers' associations and the unions. The electrical workers and the wood, wire, and metal lathers vest this control in an executive committee, and the carpenters have an apprentice committee, but even in these cases the committees act through the business agent or secretary. The amount of supervision varies, but is usually rather slight. Ordinarily the candidate must present himself to the union for approval and is admitted to apprenticeship on probation for a period varying from three to six months. In most trades he must himself find an employer who is willing to take him on, though some unions undertake this responsibility. In such cases a list is kept of boys who want to enter the trade and of employers who want apprentices, and a connection is made when possible. The son of a member of the trade is given preference if there is difficulty about finding employers, or if apprentices in excess of the union allowance wish to enter.

Custom differs as to whether an indenture shall be signed, and when one is required it is not drawn up until the period of probation has expired. For the most part there seems an honest desire on the part of the unions to keep both sides to their bargain, to see that the boy has a fair chance to learn his trade, and that he gives fair service in return, but the machinery for doing this is inadequate. The business agent is a busy man to whom apprenticeship is only one, and that not the most important, of the matters with which he is charged, and moreover he has little effective control over either the boy or the circumstances of his employment. If dissatisfaction arises, the aggrieved party may bring the matter before the union or the joint committee, which will try to adjust the matter, bringing

pressure to bear upon the boy or the employer, as the case may demand. If the boy is obdurate, he may be dropped, and thereafter the union will refuse him admission to the trade. If the employer is definitely unwilling to deal fairly, the boy may be taken away, and thereafter the union will not sanction that employer's having another apprentice. Without waiting for matters to reach such an extreme, the union agent tries to keep in touch with the situation, warning, encouraging, or helping, as may be needed, but in the nature of things he can not keep a close oversight on the individual boy, and when apprentices are numerous or the agent has little idea of what apprentice training really requires, the supervision may easily be little more than nominal. In one or two cases agents admitted that this was actually the situation; in some other cases, although not admitted, it was evidently so.

The unions differ in their requirements concerning technical and scientific training. The manual side of the trade is, of course, learned on the job, but many of the crafts require in addition skill in drawing, mathematics, or sciences, and the job is seldom so arranged that the journeymen can teach these to beginners. High-school and university courses are available, giving the training needed in some of the crafts, the trade-union college conducts various trade courses, and some of the unions indorse correspondence courses when the student can not find suitable training at hand. The sheet-metal employers have established a school for their apprentices in which the necessary technical training is given in courses specially adapted to the needs of the trade, and the union cooperates by seeing that the apprentices take advantage of this opportunity. The union's working agreement with the employers' organization contains this provision on the subject:

ARTICLE XII, SECTION 1. The school as conducted by the Sheet Metal Contractors' Association is available for all registered apprentices. It is the use of this school by all registered apprentices that will help the trade. Therefore it is understood the union will use its entire influence to have all registered apprentices attend this school.

As far as union requirements go, any school work must be taken in the apprentice's own time, and in general night work seems to be the only form in which it can be secured. The agent of the union or, where a conference committee exists, of this committee, is expected to give advice and assistance wherever needed, but there is no arrangement for close and continuous supervision nor for periodic examination into the apprentice's progress.

When the apprentice has served the required number of years, he may be admitted to journeyman status on passing an examination, or, in some trades, on the testimony of two members of the trade that he is competent. When an examination is required, it may be given by the business agent or by a committee on which both trade-union members and employers are represented. In some trades if an apprentice fails to pass the examination he is allowed to return to his training and to apply later for a second test, but usually no more than two attempts are permitted.

Attitude of Employers

THERE is considerable diversity of opinion among employers in the building industry as to why the custom of apprenticeship has fallen into such disuse, just as there is variety in the reasons given to account for the individual employer's having no apprentices, but in the main they may be grouped under three general heads: The contract system of building is not adapted to the old-time apprenticeship system; the fact that an employer has no effective way of controlling a boy or even of holding him to his bargain discourages the practice of taking apprentices; and modern developments within the building industry have made it difficult and expensive for the average contractor to train apprentices.

As to the first, building construction in the past has been distinctly seasonal, and under the contract system the employer's volume of work fluctuates even more violently than seasonal conditions would account for, so that it may be a difficult matter to keep a beginner in continuous employment. Yet if he is laid off he is apt to drift away from the trade, and even if he does not do that his training is interrupted. As to the second, the employer really has no particular hold over an apprentice, who, as a minor, can not be held by contract. If the boy is in earnest, this is not a serious matter, but boys who wish to enter apprenticeship vary about as other boys do, and the trifling and careless and wholly irresponsible are not lacking among them. A few experiences with boys of this kind tend to make an employer feel that it is better to engage them simply as helpers, without trying to teach them the trade systematically. Concerning developments within the industry, it is pointed out that the demand for speed in construction has increased enormously and that this makes the delay involved in training a beginner a serious matter. Moreover, modern building methods demand a considerable amount of technical training which can not be given on the job, and it is difficult for an employer to keep sufficient supervision over the boy outside of work hours to see that he does the necessary studying and that he makes the progress required. Also employees on the job often do not care to diminish their own output by giving the time necessary to instruct the boy, and there is a constant tendency to utilize an apprentice as a general helper, keeping him at odd jobs, without giving him a chance to acquire thorough training. In effect, their reasons all point to the need for some supervisor, or supervisory body, to whom the apprentice should be accountable, whose duty it should be to make sure not only that he has a chance to learn but that he is taking advantage of that chance, and who should be definitely responsible for him from beginning to end of his apprenticeship. Without such a body or some effective substitute for it, cordially supported by both workers and employers, it seems doubtful whether much improvement in the general situation can be hoped for, even though individual employers may be successfully training individual apprentices.

Health of the Workers¹

By LOUIS I. DUBLIN, PH. D., STATISTICIAN, METROPOLITAN LIFE INSURANCE CO.,
NEW YORK

THE health of the worker is a large subject, and I have chosen to discuss it from a rather special angle. I am not a physician—not even an industrial hygienist. I am an insurance statistician interested particularly in public health. My position gives me an excellent opportunity to observe conditions of life and of health among the American people and especially among the wage earners of the country. Industrial workers constitute four-fifths of the 5,000,000 men who are insured in the Metropolitan Life Insurance Co. The records which pass through my office permit observation of the forces that tend either to extend or to diminish the life span of these insured. I have thus learned some of the effects of industry on the life of the American people.

Discussion of this subject is especially pertinent in the State of New York. It is not only the most densely populated State in the Union, but it has also the largest number of persons engaged in industry; there is the widest variety of industries included, and the greatest value in the products manufactured. Outside of mining, every important field of work is extensively represented. If industry is affecting the lives of workers in a deleterious or in a favorable manner, it should be possible to disclose the facts in a State like New York, and it should be possible with the good will and progressive spirit that prevails in the State at the present time to remedy any evils that are found. The benefits of such progress would ultimately spread from this locality over the whole nation.

Comparative Expectation of Life of Industrial and Nonindustrial Workers

THERE are some facts which are basic to any discussion of this subject. In the first place, the industrial workers of the country, taken by and large, may be distinguished by a marked diminution in their longevity from those who are engaged in other forms of employment, such as agriculture, the commercial and professional pursuits, etc. At the present time the expectation of life of men engaged in industrial pursuits at age 20 is 42 years. This means that they may expect on the average to attain the age of 62. On the other hand, those who are not engaged in industry may expect an additional 50 years at age 20. There would, therefore, seem to be a difference of about eight years in the average expectation of the two groups. This difference should not be charged altogether to the effects of industry, because such items as economic status, nationality, and the general level of intelligence, all influence greatly the expectation of life. But if a single item were to be selected as the most important determining factor in the lives of men, occupation would probably come nearer to expressing the truth than any other.

¹ Address delivered before the Eighth Annual Industrial Conference of the New York Department of Labor, Dec. 4, 1924. The general proceedings of this conference are summarized on pp. 16 and 17 of this issue of the MONTHLY LABOR REVIEW

The handicap of eight years in the expectation of life is in the nature of a tax which millions of men who are engaged in industry pay under present conditions. It is a measurable and a very real burden which might readily be expected from the very nature of industrial employment and the mode of life of workers. This is, however, not the only tax which they pay. Possibly more important, but unfortunately less easily measured, is the tax of illness and of disability which is laid upon men in industrial pursuits. We, in the Metropolitan, some years ago studied the amount of sickness prevailing among policyholders and found an average loss of working time of eight days per annum for gainfully employed men. My impression is that the actual loss is a good deal heavier than that, since much illness goes unrecorded. It is, however, impossible in our present state of knowledge to say whether this figure of eight days per annum is more or less than that prevailing in the general population or among other groups of occupied persons. It may well be less because of psychological factors on the one hand and the excellent physical endowment of industrial workers when entering their working careers. Men who are engaged in industry and whose daily wages are vital to their families will often continue to work under conditions of personal health which would, very properly, impel clerical and professional employees to quit and seek medical advice and treatment. The economic pressure is powerful enough to keep men on the job after common sense and medical judgment would suggest a vacation or even periods of medical attention in hospitals or other institutions. The figures now available, therefore, hardly indicate the true loss from illness among industrial workers. We must, therefore, study our mortality figures as the best indicators of the effect which industrial employment has upon life and health.

Factors in Reduction of Life Expectancy of Industrial Workers

WHAT items account for the reduction of eight years in the expectation of life among those engaged in industry? Some of them are quite obvious; others are less so, and we can only guess at their cause. The extra hazard from accident is important. Among industrial workers the death rate from accidental causes is about two and a half times that for the nonindustrial group. At the present time well over 2,000 workmen (a rate of about 500 per million persons employed) are killed each year in occupational accidents in New York State. This includes those deaths that are reported to the State compensation board, as well as those reported to other governmental agencies. I estimate that these accidents decrease the life span of all workers about one year on the average.

Tuberculosis is even more important than accidents and is responsible for a loss of between 18 months and 2 years in the longevity of workers. I have for years held that industrial employment is probably the most important single factor in the tuberculosis death rate. The problem of controlling tuberculosis is to-day largely concentrated in the industrial classes. This fact is made very clear when we examine the death rates from tuberculosis among industrial workers and among the nonindustrial—that is, the professional, mercantile, and agricultural groups. Age period for age period, the death rates still remain from two to three times as high in the one class as in the other. The rates for males during the working period

of life are also about twice as high as for females of the same age and economic status; whereas the figures are slightly higher for females than for males up to age 25. Heredity and other innate differences play some part; but, in my opinion, they account only in a minor degree for the disparity in the figures. The term "industry" is here used in its broadest connotation to include the effects of the dusts inevitable in certain trades, excessive fatigue, bad posture, crowded workrooms, and other conditions of employment which make the worker more susceptible to deleterious home influences. These circumstances surround all workers and not only those who are especially exposed to this disease. When we consider those occupations which have long been associated with an unusually high incidence of tuberculosis, we find a mortality 8, 10, and even 12 times the rate for farmers, who hardly ever suffer from tuberculosis as a result of their occupation. New York State should be especially concerned over this matter, since stonecutters, sand blasters, grinders, and other workers with extremely high tuberculosis death rates are found in large numbers here.

Pneumonia is twice as high among industrial as among nonindustrial workers and may, therefore, be considered an added occupational hazard. Possibly the loss in life expectation resulting from this cause is as great as that from industrial accidents. There is, however, some uncertainty concerning our data, and we can not press this point too far at this time. There can be no doubt, however, that occupations exposing their workers to dust, to dampness, to extreme changes in temperature, and to fumes and gases are conducive to the development of pneumonia, which only too often results fatally. Further research is still needed to clarify the relation between industry and the development of pneumonia.

In like manner, the degenerative diseases, such as cerebral hemorrhage, Bright's disease, and organic heart disease show strikingly the effects of industrial exposure. The death rates are two and three times as high as in the nonindustrial groups during the active working years of life. These high rates probably reflect the results of long-continued strenuous labor, of heat, of marked changes in temperature, and, in some instances, of specific occupational poisoning. These conditions in their early stages are usually very difficult to diagnose and later lose the indications of their occupational origin. The true picture is, therefore, probably worse than would appear from the records of mortality.

This leads us to a consideration of the problem of the particular hazards inherent in certain industrial processes. A fairly large number of workers in a variety of occupations are exposed to the effects of specific poisons and to definite occupational diseases. The hazard in these employments is often acute, and the aggregate effect on health is considerable. Included under this head are those who are engaged in the industries using lead, brass, mercury, arsenic, benzene, aniline, wood alcohol; those who work with hides and skins; and the caisson workers. The number of immediate deaths is probably not large; but the indirect effects can be noted in the curtailed efficiency of workers in these trades, in long periods of illness and disability, and especially in cases of heart disease and kidney disease which strike men down prematurely—often without disclosing the original occupational cause of the fatal disease.

Because of these facts enlightened States have established agencies of government to remedy the conditions described. State departments of labor with divisions of industrial hygiene have been organized. New York State has not been behind the others, but has, in many respects, been a leader. On paper at least, the State department of labor has the machinery to grapple with those conditions of industry which unfavorably affect the health of workers. But no one is more aware of the limitations of his present organization than the commissioner of labor and the director of the division of industrial hygiene. Knowing so well the true situation in industry and the limited resources with which they can work, they, above all others, recognize the great possibilities which would follow from extending their service and increasing its efficiency. They realize clearly that the existing official agencies of the State of New York have hardly scratched the surface in the field of industrial hygiene.

Incidence of Occupational Injuries

IN SPITE of the fact that the law requires the reporting of occupational disease and even provides compensation for disabilities resulting therefrom, the number of cases reported, whether compensated or not, is very small if we consider the large number of persons exposed to industrial hazards. For the fiscal year ending August 31, 1923, there were reported to the department of labor only 63 cases of occupational disease. The State compensation report for a similar period shows 710 cases of occupational diseases and poisonings. The disparity between these two figures is due to the fact that many compensable diseases or poisonings are not required to be reported. Moreover, even the large figure for the compensable diseases is a serious understatement, as many types of industrial illness are not covered by the compensation act. The occupational dermatoses are not reportable in New York State, but in Ohio, where they are, there were reported annually an average of 560 such cases per year for a period of two and a half years. Obviously, the law calling for the reporting of occupational disease must be revised, extended and then enforced.

For a correct appraisal of the incidence of occupational diseases and poisonings, we must turn to the experience of the Massachusetts General Hospital. Every patient coming to the out-patient department of that institution was interviewed by an assistant familiar with the hazards of industry. All cases which could possibly be of occupational origin were referred to the industrial clinic under Dr. Wade Wright. In this way, 5,000 out of a total of 32,000 patients were referred to the industrial clinic, and approximately 2,000 of them were ultimately found to be suffering from occupational disorders of one kind or another. In other words, about 6 per cent of those who came to the out-patient service of a large general hospital appeared to be in need of specialized treatment or the advice of an industrial physician. During the first year of the clinic (which was established in March, 1916) there were found 148 cases of lead poisoning. Contrast this number with the 133 cases reported in the whole State of New York between the dates of September 1, 1916 and August 31, 1917. And later years have shown a still smaller number of cases reported in New York State. Obviously, this is not an accurate

picture of the amount of lead poisoning existing. Undoubtedly, were there better facilities for examination and diagnosis, additional cases would be discovered. In this respect, the experience of the Massachusetts General Hospital offers a vivid demonstration of what would probably be found in New York State if more intensive examinations were made of industrial workers.

To-day, New York State, apart from the new Reconstruction Hospital, does not have such facilities for the discovery of occupational disease anywhere. If cases are discovered, it is only because the worker happens to fall into the hands of an unusually enlightened physician or because his condition is extreme. Numbers of cases of incipient disease go undiscovered, and often conditions which might easily be arrested are allowed to become acute and to advance to a state of permanent impairment. Doctor Cofer is fully aware of this situation, and his purpose in appointing an advisory board in the field of industrial hygiene is, frankly, to further the program of the State department along these lines. At our conferences a number of constructive suggestions have been made, but these will not progress very far without the cooperation and the good will of those who are interested in the conditions of industrial employment in this State.

Remedial Measures

THE first and most important asset is the help of the medical profession. The 17,000 physicians of the State of New York must somehow or other be taught that there is a problem of industrial hygiene. To date, they do not seem to have heard of its existence. They either do not find industrial diseases or else do not report those they do discover. The remedy for this condition is, of course, not easily applied. It means endless education and a changed point of view among the faculties of the medical schools preparing the new generation of physicians. The medical societies of the State can also give great help in this work of education through the medium of their official journals. A well-written page or a section devoted to industrial hygiene appearing as a regular feature of the magazine will serve to bring to the attention of many medical readers the paramount importance of this subject. The State medical society represented on our council by its president—Dr. O. S. Wightman—can render the greatest possible service in advancing this movement.

The next step after the education of the medical profession is the education of the workers themselves. Much can be accomplished through organizations such as the labor unions and their health centers and the various mutual benefit associations. Information adapted to individual industries should be distributed as widely as possible throughout those industries. The State department of labor can well afford to supply such groups of workers with qualified speakers and with the simple pamphlets of instruction which the division of industrial hygiene has prepared to cover the specific hazards of the group. Workers should be taught what dangers they must avoid in the course of their everyday employment. When they know more about the hazards of their occupation, they will exercise greater care. They will utilize the various protective devices provided, and

consequently there will be less risk of exposure due to the negligence of workers. It is also absolutely essential that they be taught the early signs of illness so they may insist upon helpful medical care and thus avert a more serious physical breakdown later on.

The employer likewise has a most important part to play in the new field of industrial hygiene. He is vitally concerned in this problem because it is to his interest to have his employees keep well. His profits depend upon continuity in employment and the smooth running of his plant. Naturally he can not run his establishment efficiently if the physical condition of his workers is below par. Moreover, he is sympathetic and desires the well-being of his employees. He will do his level best to remedy hazardous conditions when he knows what they are and how they may be prevented. He is usually willing to cooperate with the State department of labor and open his factory for inspection when such investigations are made by competent persons. The current tendency in industry is for more sanitary shops and improved conditions of work. Employers are anxious to do the right thing both because of their natural innate decency of feeling and also because they realize that it pays to keep their men well. The value of better industrial hygiene is reckoned in many indirect ways—from the better industrial relationship prevailing between management and men; from decreased periods of illness; the better work turned out; diminished labor turnover; and in countless other ways. The good will of employers can be relied upon, provided they are told the truth and urged to participate in a progressive program. This necessarily implies that the State department must have the right kind of an inspection force; that the factory investigators shall be competent to pass on general matters of sanitation and that there shall be experts on the staff who can solve complicated problems of ventilation, shop organization, and manufacturing processes. No State plan will succeed which overlooks the necessity of enlisting the cooperation of the employer.

Thus far our program has been one of education. We have mentioned the necessity for enlisting the cooperation of the physicians, of the workers, and of the employers. Nor must we overlook the power of the press in this campaign. An efficient publicity service constantly on the job functioning as an integral part of the State department of labor can disseminate a vast amount of information and secure increased good will for the industrial hygiene program. The newspapers are only too glad to be of service in this respect if they know what the movement is about and how eager the great mass of readers is for real knowledge on the subject of health and personal hygiene. Such lay interest would react favorably upon the attitude of both the medical profession and the employers.

But probably the most constructive activity that can be undertaken is the establishment of industrial clinics in connection with our large general hospitals. Such clinics would function as one of the special services in a general hospital organization. What has been done so successfully at the Massachusetts General Hospital can be repeated here. There are adequate financial resources available, and beyond question there is great need for such a medical service. It should be possible to organize in existing general hospitals three or four industrial clinics under the directorship of physicians trained to diagnose and treat conditions due to occupation. Such

clinics might, perhaps, be run under the auspices of the State department of labor and in any case with its cooperation and interest. Dr. Wade Wright has made the important point which should again be emphasized—that such clinics must have facilities for selecting their cases. Possibly patients should be referred to them through the assistance of a social worker who is on the staff of the general admission room of the hospital. In an industrial center like New York, it is hard to understand how any large general hospital can afford to be without an industrial clinic. A staff familiar with manufacturing processes and the hazards of industry would seem to be absolutely necessary, since so many of the complaints compelling admittance to the hospital are the direct result of the work the patients are engaged in. Such cases must continue to go undiagnosed and inadequately treated unless such facilities as we have suggested are added—so common are disorders of industrial origin.

The organization of such clinics will be hailed as a great forward step in the active campaign now being waged against disease in all its forms. The vital thing is to extend these facilities to all the industrial areas of the State. This would mean establishing industrial clinics in places like Buffalo, Rochester, and Schenectady and enlarging and improving the service now available in the various boroughs of New York City. Possibly the program up-State would be most successful if it were correlated with the work of the State department of health which has given great service through holding traveling tuberculosis clinics all over the State. It is, therefore, already carrying on an important activity of industrial clinics, as I conceive them. These existing traveling clinics could easily be expanded in scope if an industrial hygienist accompanied the group. A physician with such specialized training would be in a strategic position to discover the effects of poisonings and the results of occupational exposures of all sorts. The machinery is available. It only calls for extension and a more definite conception of the newer purpose.

The opportunity is large, the stakes are considerable, and the time is ripe for the extensive development of a program far more comprehensive than the present one, adequately supported by public funds and stimulated by the approval of an aroused and sympathetic public.

INDUSTRIAL RELATIONS AND LABOR CONDITIONS

Twelfth Annual Report of the Secretary of Labor

THE twelfth annual report of the Secretary of Labor for the fiscal year ending June 30, 1924, contains a résumé of the activities of the various bureaus and divisions of the department. The conclusions and recommendations of the Secretary include the following:

(1) The expansion of the field of the Bureau of Labor Statistics, the "fact-finding agency of the Government," and the creation of a division of labor safety in the bureau which would coordinate the work for industrial safety.

(2) The extension of the Conciliation Service of the Department of Labor to provide it with added facilities for its effective work as peacemaker of American industry.

(3) The establishment of the United States Employment Service as a statutory bureau of the Department of Labor and expansion of its functions.

(4) The extension of the Children's Bureau and provision whereby the public may have the benefit of the reports of this bureau.

(5) The expansion of the Women's Bureau.

(6) As to immigration the Secretary says:

We have taken a step toward selective immigration in that provision of the act of 1924 establishing the partial examination of prospective immigrants at our consular offices abroad. We should go the whole way and make sure that all applicants for admission are qualified before they leave their homes, and that they will fit into our political, economic, and social scheme of things here in America. We should make our quota law applicable to Canada, Mexico, and Central and South America, thus closing the door which now invites the activity of the surreptitious entrant and the smuggler of aliens. We should provide for the admission regardless of quota limitation of farmers and skilled and unskilled laborers needed in the United States when labor of like kind can not be found unemployed in this country, when no strike or lockout exists or impends in the industry which needs such labor. To balance this the President of the United States should be authorized to prohibit all, or further limit, immigration whenever the Secretary of Labor and the Secretary of Commerce shall find that unemployment in this country makes such a suspension desirable.

We should proceed at once to humanize our immigration laws wherever that is possible. Our laws should not operate to keep members of families apart. The 1924 act makes such provision for the wife and unmarried children under 18 years of any citizen, but I would extend it to include the dependent father and mother of such a citizen. Furthermore, within the quota I would give first preference for admission to the families of aliens who have declared their intention to become citizens. After this provision I would establish the following order of preference: Immigrants who served in the military forces of the United States during the World War; skilled laborers; all other laborers, including domestic servants. In the last two classes we could provide within the quotas for the normal man power which our industry may need to draw from foreign sources.

(7) The Secretary's proposals as regards naturalization are, in part, as follows:

We need a complete revision and codification of our naturalization laws. It is of vital importance that we provide the means to enable the foreigner who comes among us to gain an intelligent understanding of our language, our ideals, and our institutions. At present the Federal Government makes no such

provision. The alien, unfamiliar with American customs, and usually unable even to speak our language, is left wholly to his own resources immediately upon his admission to our country. * * * I would provide for the annual enrollment of our alien population, and through this enrollment I would provide the means of educating every alien in American customs, our language, our ideals, and our institutions. The alien who comes here seeking the best that America can give him, and seeking to give America the best that lies in him, will welcome an opportunity to learn our language and our civic methods and ideals.

Eighth Annual Industrial Conference of New York State

THE Eighth Annual Industrial Conference of New York State, whose general subject was "The maintenance of peace and stability in industry," was held December 2 to 4 in New York City. At the opening session of this conference the presiding officer, Mr. Lucius R. Eastman, president of the Merchants' Association of New York City, emphasized the cooperative spirit as a prime factor in any effort toward industrial stability and peace. Mr. Don C. Seitz, of the New York World, advanced his idea that a body of public law likely to make for industrial peace might be developed by enacting the regulations which organized labor has formulated for its own guidance and control. To this proposition Mr. John P. Coughlin, secretary of the Central Labor Council of New York City, replied that any compulsion in the form of law would work injustice to the workers and so would tend rather to aggravate than to allay industrial unrest.

The afternoon session of December 2 had as chairman Col. Herbert H. Lehman, member of the commission on mediation in the cloak and suit industry. At this session emphasis was laid upon the importance of organization in order that both parties to the discussion should be in a position to make and keep binding agreements.

Mr. Lincoln Cromwell, chairman of the industrial relations committee of the Merchants' Association of New York City, was the presiding officer of the morning session of December 3. This session was divided between two subjects, namely: "Labor participation in the conduct of industry" and the "Effect of the shorter workday in industry." On the first topic there was substantial agreement that some participation was desirable and possible. The limits of such participation were not clearly defined, but it seemed the preponderating opinion that labor should not seek to influence questions of financial policy.

It seems evident that the shorter working-day has not been in force long enough to develop its full significance. Mr. Horace B. Drury, of Washington, who made an early study of costs in passing from a 12-hour to an 8-hour basis in the iron and steel industry, has recently given attention to the question of results of changing the shifts in continuous industry. One distinction pointed out by him is of importance. A considerable number of professional men have opposed the 8-hour day because they found it necessary to work much longer hours themselves, and regarded such hours as having no injurious effect. This point of view, however, does not take into account the radical difference between the type of work done in professional life and that done by the manual worker. Professional labor tends con-

stantly to greater and greater diversity and has the advantage of the interest attached to variety. On the other hand, mass production in industry means subdivision of processes into minute operations repeated over and over. There is no relief from this monotony except by shorter hours which permit attention to other and more varied interests.

The session of the afternoon of December 3, under the chairmanship of Miss Frances Perkins, of the Industrial Board, New York Department of Labor, was devoted to "Stabilization of employment in industry." The progress made along this important line has apparently thus far been more in arousing attention than in actual constructive accomplishment.

Mr. Arthur Williams, long prominent in safety work in connection with the American Museum of Safety, of which he is now president, presided over the morning session of December 4, of which the subject was "Cooperation in accident prevention." The addresses covered the experience of a paper company, a unit of a Kodak company, a railway company, and the city of New York.

The industrial concerns and the railroad illustrated the efficiency of what may be called the "standard procedure," which may be summarized as follows: (1) Sell the management the idea; (2) apply a thoroughgoing "engineering revision" to all dangerous places and practices; and (3) reach the men by an appealing and persistent safety propaganda. While a city must work along similar lines its problem is much modified by two elements: (1) The traffic hazard and (2) the possibilities of the police power. In many of our cities the task of fostering industrial and street safety has been assumed by private organizations, very commonly local councils of the National Safety Council. In New York City the Museum of Safety has promoted organization in the industries, and the police commissioner has developed a special bureau to deal with street safety. Observation in various cities leads to the conclusion that there are few of them which could not learn a good deal from the experience of New York.

At a luncheon following the accident-prevention session, prizes were presented to the winners in three contests promoted by the American Museum of Safety. Competition 1 offered 10 prizes of \$25 each to those employees who submitted the best suggestions for the prevention of industrial accidents and diseases; competition 2, two prizes of \$50 each to those foremen or safety directors who have conducted the most successful safety campaigns in their factories; and competition 3, certificates to employers of labor who have conducted the most successful accident-prevention campaigns in their factories.

The final session, the afternoon of December 4, was devoted to considering "The health of the workers in industry."¹ The chairman was Dr. Haven Emerson, professor of public health administration, College of Physicians and Surgeons, Columbia University.

The addresses as a whole presented an encouraging picture of what has been accomplished in the way of health conservation among work people. The fact that so much has been accomplished serves to set in bold relief the much larger achievements possible from further and even more liberal expenditures of thought and energy.

¹ The speech of Mr. Louis I. Dublin, delivered at this conference, is given on pp. 8 to 14 of this issue of the MONTHLY LABOR REVIEW.

Labor Conditions in Hawaii

LABOR conditions in Hawaii are greatly improved, according to an article appearing in the December 1, 1924, issue of Commerce Reports (pp. 492, 493). Although considerable difficulty arose on the plantations a few years ago, at the present time mass labor methods have taken the place of individual tasks, and an increase of production and a lowering of the unit cost has resulted. A further reduction in production costs is anticipated in the sugar-producing areas by installing labor-saving devices. Living standards and wages on the Hawaiian sugar plantations are higher than in any other cane-sugar producing country of the world, according to reports from the Hawaiian Sugar Planters' Association at its annual meeting held in Honolulu in November. Daily wages for plantation labor during 1924 averaged \$1.70, and in addition the employee receives living quarters, fuel, water, and medical attention, making the wage equivalent to \$2.50 per day.

Working Conditions in Factories in Burma

ACCORDING to the annual report of the chief inspector of factories for Burma for the year 1923, the number of registered factories rose from 797 in 1922, to 882, of which 855 were in operation during 1923. The number of workers, however, showed a falling off, due to poor trade.

The figure for 1923 is 86,642, two thousand lower than last year and nearly six thousand lower than 1921. There are 4,500 less people employed in the rice milling industry alone than in 1921, and many of the up-country mills were closed for lengthy periods. The cotton season was short, and altogether it was a very bad year for industrial employment throughout the whole Province.

Of the 86,642 employees, 8.5 per cent were females and 1 per cent were children. The falling off had occurred principally among the male workers, the number of women being only about 800 less than in 1922. In general, it is stated, the laws respecting the employment of women and children had been well observed.

In 69 per cent of the 855 factories which had been in operation in 1923, the hours for men were over 54 a week, and in 21 per cent they were 48 or less. Women had been employed in 355 factories, in 35 per cent of which their hours had not been over 48, while in 10.7 per cent they had been over 48 and not above 54. The wage data are admittedly unsatisfactory. The range of wages is given for different classes of workers, but it is stated that this is "of little use either for estimating the average wage of a workman in any specified trade or for purposes of comparison with previous years."

As far as I can gather from the statistics which are available, I think that since 1918 there has been a general rise in wages of at least 50 per cent. To obtain really accurate results, it would be necessary to obtain from every factory an annual statement showing the labor force divided into classes by occupations and again subdivided into groups by pay. Interesting as the results of this survey would be, I am inclined to think from the difficulty always found in collecting the ordinary annual returns that it could only be carried out by a special staff.

In general the health of the factory operatives compares favorably with that of nonoperatives. A curious fact is that lead poisoning is relatively rare.

Although a fair amount of lead casting is carried on in Government and private presses, I have never heard of a case of poisoning, although the precautions taken in this country are not nearly so stringent as they are at home, where lead poisoning is not uncommon. Even at a works where the pasting of accumulator plates is carried on I have only known of one rather doubtful case. In this country brass casting is generally carried on almost in the open air, and probably as a consequence of this I have never heard of any case of brass poisoning.

Factory Conditions in Bombay Presidency

THE report on the administration of the factories act during 1923, recently issued by the Bombay Government, shows that the number of registered factories in the Presidency increased by 141 over the number registered in 1922, the increase being largely due to an amendment to the act, under which registration is required for all factories employing 20 or more workers, instead of 50 or over as formerly.

The total number of operatives employed in all registered factories was 356,480, as compared with 360,518 in the preceding year. The cotton textile industry showed a decrease of nearly 8,000 in the number employed, and railway shops a decrease of approximately 3,000, but these and other decreases were largely offset by the inclusion of the smaller factories.

One of the most striking features of the report is the showing as to the employment of women and children. The figures for the last five years are as follows:

	Women employed	Children employed
1919	60,578	14,875
1920	64,834	15,435
1921	66,226	15,766
1922	67,518	13,392
1923	69,456	11,411

The employment of women, it will be noticed, shows a steady increase, while the number of children at work has fallen off sharply since 1921. A part of this decrease is ascribed to the better enforcement of the laws requiring certificates before children may be employed. Special note is made of the care now taken to prevent children from obtaining two certificates and working in two mills, a practice which was rendered possible by the half-time limitation upon the work of children. A part may also be due to the fact that the age at which they may be employed has been raised from 9 to 12. Some question is raised as to what is happening to the children thus shut out of the mills.

The wholesale check on the employment of children in Bombay mills is a matter worth the attention of the economist and the welfare worker. What are the children now doing? Are they being educated? One result of the diminution of child labor is that numerous mill schools have lately been closed. A year ago there were 15 mill schools for half-timers and children of operatives in [the city of] Bombay; now there appear to be only 4, of which only 1 is an institution recognized and inspected by Government. * * * In Ahmedabad there are 6 factory schools instituted by mills, and 19 managed by the labor union.

During 1923 there were 23 fatal, 108 serious, and 684 minor accidents, an average of 0.23 per 100 operatives employed. "The

fatal accidents are the least since 1915, while the total number of accidents reported is the smallest for 10 years." Considerable attention is being paid to the safeguarding of machinery. A workmen's compensation act was to become effective in July, 1924, and in the meanwhile the custom has been followed of awarding to the injured person any fine imposed upon the factory owner in cases where the accident could be ascribed to a failure to observe the safety provisions of the factories act.

Working Conditions of Industrial Labor in Persia¹

INDUSTRY in Persia, which has languished for many years owing to want of capital and to bad economic conditions generally, is almost entirely confined to carpet and silk weaving. The former industry is mostly in the hands of British and American firms, who provide the wool and pay the weavers to do the work by contract, mostly in their own villages and houses. The average working-day is of eight hours for a week of six days; but it varies with the light in summer and winter. Where so-called factories do exist, the Persian Government has found it necessary to institute a law governing the conditions of the workers. This law lays down, inter alia, that the working hours for carpet and cloth weavers shall not exceed eight a day in all seasons, except in the case of persons working freely under contract. The minimum age for child workers is fixed at 10 years; factories must be sanitary; they must be closed on Fridays and other religious and national holidays; women must be segregated from men; and a mid-day interval of one and a half hours must be allowed.

The silk industry is conducted on much the same lines as the home-weaving carpet industry. There is little or no foreign capital invested in it, and the work is done under contract by peasant women in their own homes.

There remains the Anglo-Persian Oil Co. in South Persia, which is by far the largest industrial concern in the country; it employs more than 20,000 workmen. It is stated that an eight-hour day for six days a week is the rule here, and that any extra time worked is paid for on a fixed scale. The company has installed recreation rooms and other kinds of entertainment for its employees, whose existence under trying climatic conditions the company endeavors to make as comfortable as possible.

Persian holidays are very numerous, and if these were deducted from the yearly working hours of the people it would be found that the Persian workman—in whatever kind of labor he may be engaged—does not average a working week of more than 40 hours. Workers in the towns have their own guilds and organizations, which look after the welfare of the individual members and generally protect their interests.

¹Reprinted from Ministry of Labor Gazette, London, October, 1924, p. 357.

PRICES AND COST OF LIVING

Retail Prices of Food in the United States

THE following tables are based on figures which have been received by the Bureau of Labor Statistics from retail dealers through monthly reports of actual selling prices.¹

Table 1 shows for the United States retail prices of food for November 15, 1923, and October 15 and November 15, 1924, as well as the percentage changes in the year and in the month. For example, the price per pound of pork chops was 28.9 cents in November, 1923; 35 cents in October, 1924; and 31.6 cents in November, 1924. These figures show an increase of 9 per cent in the year and a decrease of 16 per cent in the month.

The cost of the various articles of food² combined show a decrease of seven-tenths of one per cent in November, 1924, as compared with November, 1923, and an increase of nine-tenths of 1 per cent in November, 1924, as compared with October, 1924.

TABLE 1.—AVERAGE RETAIL PRICES OF SPECIFIED FOOD ARTICLES AND PER CENT INCREASE OR DECREASE, NOVEMBER 15, 1924, COMPARED WITH OCTOBER 15, 1924, AND NOVEMBER 15, 1923

[Percentage changes of five-tenths of 1 per cent and over are given in whole numbers]

Article	Unit	Average retail price on—			Per cent of increase (+) or decrease (—) Nov. 15, 1924, compared with—	
		Nov. 15, 1923	Oct. 15, 1924	Nov. 15, 1924	Nov. 15, 1923	Oct. 15, 1924
		Cents	Cents	Cents		
Steak, sirloin	Pound	38.9	39.6	38.7	-1	-2
Steak, round	do.	33.1	33.7	32.9	-1	-2
Roast, beef	do.	28.3	28.6	28.2	-0.4	-1
Roast, pork	do.	20.4	20.7	20.4	0	-1
Beef, plate	do.	13.0	13.1	13.2	+2	+1
Pork chops	do.	28.9	37.5	31.6	+9	-16
Pork, ham	do.	38.5	40.1	40.1	+4	0
Bacon	do.	45.5	47.1	47.0	+3	-0.2
Chicken, leg of	do.	35.8	35.9	35.3	-1	-2
Chicken, whole	do.	33.7	35.1	34.5	+2	-2
Eggs, canned	do.	31.4	31.5	31.8	+1	+1
Butter, fresh	Quart	14.3	13.9	13.8	-4	-1
Butter, evaporated	15-16 oz. can	12.2	11.0	11.0	-10	0
Margarine	Pound	58.9	47.9	48.9	-17	+2
Margarine	do.	30.1	30.9	31.2	+4	+1
Margarine	do.	28.5	29.3	29.4	+3	+0.3
Flour	do.	37.7	34.8	34.7	-8	-0.3
Coffee	do.	18.9	21.4	22.4	+19	+5
Tea	do.	23.7	25.6	25.5	+8	-0.4
Starchy food substitute	Dozen	66.3	59.7	68.1	+3	+14

In addition to monthly retail prices of food and coal, the bureau secures prices of gas and electricity for each of 51 cities. These prices are published at quarterly intervals in the MONTHLY LABOR REVIEW.

All prices of dry goods were published quarterly until November, 1923. The following 22 articles, weighted according to the consumption of the average family, have been published from January, 1913, to December, 1920: Sirloin steak, round steak, rib roast, chuck roast, plate beef, pork chops, bacon, ham, lard, hens, flour, corn meal, eggs, butter, milk, bread, potatoes, sugar, cheese, coffee, and tea. The remainder of the 43 articles shown in Tables 1 and 2 have been included in the weighted aggregates for each month beginning with January, 1921.

TABLE 1.—AVERAGE RETAIL PRICES OF SPECIFIED FOOD ARTICLES AND PERCENT OF INCREASE OR DECREASE, NOVEMBER 15, 1924, COMPARED WITH OCTOBER 15, 1924, AND NOVEMBER 15, 1923—Concluded

Article	Unit	Average retail price on—			Per cent of increase (+) or decrease (–) Nov. 15, 1924, compared with—	
		Nov. 15, 1923	Oct. 15, 1924	Nov. 15, 1924	Nov. 15, 1923	Oct. 15, 1924
		Cents	Cents	Cents		
Eggs, storage.....	Dozen.....	42.3	44.1	47.3	+12	+7
Bread.....	Pound.....	8.7	8.8	8.9	+2	+1
Flour.....	do.....	4.6	5.3	5.4	+17	+2
Corn meal.....	do.....	4.4	5.0	5.1	+16	+2
Rollod oats.....	do.....	8.8	8.9	9.1	+3	+2
Corn flakes.....	8-oz. pkg.....	9.7	10.5	10.7	+10	+2
Wheat cereal.....	28-oz. pkg.....	24.3	24.4	24.4	+0.4	0
Macaroni.....	Pound.....	19.7	19.5	19.6	–1	+1
Rice.....	do.....	9.7	10.4	10.5	+8	+1
Beans, navy.....	do.....	10.5	10.1	10.1	–4	0
Potatoes.....	do.....	2.6	2.4	2.2	–15	–8
Onions.....	do.....	6.3	5.3	5.1	–19	–4
Cabbage.....	do.....	3.9	3.9	3.7	–5	–5
Beans, baked.....	No. 2 can.....	12.9	12.6	12.6	–2	0
Corn, canned.....	do.....	15.6	16.3	16.6	+6	+2
Peas, canned.....	do.....	17.7	18.2	18.3	+3	+1
Tomatoes, canned.....	do.....	12.9	13.5	13.6	+5	+1
Sugar, granulated.....	Pound.....	10.3	8.8	8.8	–15	0
Tea.....	do.....	70.4	71.8	73.5	+4	+2
Coffee.....	do.....	37.8	46.1	49.0	+30	+8
Prunes.....	do.....	18.0	17.3	17.3	–4	0
Raisins.....	do.....	16.4	15.0	14.8	–10	–1
Bananas.....	Dozen.....	38.3	36.2	37.4	–2	+3
Oranges.....	do.....	49.0	51.3	48.9	–0.2	–5
All articles combined ¹					–0.7	+0

¹ See note 2, page 21.

Table 2 shows for the United States average retail prices of specified food articles on November 15, 1913, and on November 15 of each year from 1918 to 1924, together with percentage changes in November of each of these specified years compared with November 1913. For example, the price per dozen of strictly fresh eggs was 49.7 cents in November, 1913; 74.1 cents in November, 1918; 81.1 cents in November, 1919; 86.1 cents in November, 1920; 69.5 cents in November, 1921; 64.5 cents in November, 1922; 66.3 cents in November, 1923; and 68.1 cents in November, 1924.

As compared with the average price in November, 1913, these figures show the following percentage increases: 49 per cent in November, 1918; 63 per cent in November, 1919; 73 per cent in November, 1920; 40 per cent in November, 1921; 30 per cent in November, 1922; 34 per cent in November, 1923; and 37 per cent in November, 1924.

The cost of the various articles of food combined showed an increase of 43.1 per cent in November, 1924, as compared with November 1913.

TABLE 2.—AVERAGE RETAIL PRICES OF SPECIFIED FOOD ARTICLES AND PER CENT OF INCREASE OR DECREASE, NOVEMBER 15 OF CERTAIN SPECIFIED YEARS COMPARED WITH NOVEMBER 15, 1913

[Percentage changes of five-tenths of 1 per cent and over are given in whole numbers]

Article	Unit	Average retail price on Nov. 15—								Per cent of increase, Nov. 15 of certain specified years compared with Nov. 15, 1913							
		1913	1918	1919	1920	1921	1922	1923	1924	1918	1919	1920	1921	1922	1923	1924	
		Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.								
Sirloin steak.....	Pound.....	25.4	40.5	39.3	43.5	35.7	37.3	38.9	38.7	59	55	71	41	47	53	52	
Round steak.....	do.....	22.8	38.5	36.2	39.6	31.0	32.0	33.1	32.9	69	59	74	36	40	45	44	
Rib roast.....	do.....	19.8	32.0	30.2	32.6	26.8	27.5	28.3	28.2	62	53	65	35	39	43	42	
Chuck roast.....	do.....	16.3	27.5	24.2	25.3	19.2	19.6	20.4	20.4	69	48	55	18	20	25	25	
Plate beef.....	do.....	12.4	21.2	17.3	17.7	12.8	12.7	13.0	13.2	71	40	43	3	2	5	6	
Pork chops.....	do.....	21.5	43.3	42.1	44.1	32.0	33.0	28.9	31.6	101	96	105	49	53	34	47	
Bacon.....	do.....	27.2	58.3	51.0	53.0	39.7	40.9	38.5	40.1	114	88	95	46	50	42	47	
Ham.....	do.....	26.9	52.4	50.5	57.1	45.7	46.3	45.5	47.0	95	88	112	70	72	69	75	
Lamb, leg of.....	do.....	18.5	35.1	33.4	37.1	30.6	35.8	35.8	35.3	90	81	101	65	94	94	91	
Hens.....	do.....	20.6	39.3	39.2	42.9	35.8	33.9	33.7	34.5	91	90	108	74	65	64	67	
Salmon, canned, red.....	do.....	31.3	35.7	38.7	34.3	31.5	31.4	31.8									
Milk, fresh.....	Quart. (9).....	9.1	15.4	16.4	17.3	14.3	13.4	14.3	13.8	69	80	90	57	47	57	52	
Milk, evaporated.....	do.....			16.8	15.1	13.3	11.7	12.2	11.0								
Butter.....	Pound.....	38.7	66.8	75.4	69.4	53.1	54.6	58.9	48.9	73	95	79	37	41	52	26	
Oleomargarine.....	do.....			43.0	41.0	30.2	28.1	30.1	31.2								
Nut margarine.....	do.....			35.8	35.3	28.7	27.1	28.5	29.4								
Cheese.....	do.....	22.5	40.6	43.0	39.8	33.3	35.5	37.7	34.7	80	91	77	48	58	68	54	
Lard.....	do.....	15.9	34.2	36.5	28.9	16.6	17.6	18.9	22.4	115	130	82	4	11	19	41	
Vegetable lard substitute.....	do.....			37.8	31.4	21.5	23.2	23.7	25.5								
Eggs, strictly fresh.....	Dozen.....	49.7	74.1	81.0	86.1	69.5	64.5	66.3	68.1	49	63	73	40	30	34	37	
Eggs, storage.....	do.....	34.3	54.1	61.8	66.2	46.4	39.8	42.3	47.3	58	80	93	35	16	23	38	
Bread.....	Pound.....	5.6	9.8	10.2	11.6	9.3	8.7	8.7	8.9	75	82	107	66	55	55	50	
Flour.....	do.....	3.3	6.7	7.4	7.3	5.1	4.8	4.6	5.4	103	124	121	55	45	39	64	
Corn meal.....	do.....	3.1	6.5	6.6	5.9	4.2	3.9	4.4	5.1	110	113	90	35	26	42	65	
Roller oats.....	do.....			9.2	11.5	9.7	8.8	8.8	9.1								
Corn flakes.....	(9).....			14.1	14.3	11.9	9.7	9.7	10.7								
Wheat cereal.....	(9).....			25.2	30.4	29.7	25.6	24.3	24.4								
Macaroni.....	Pound.....			19.6	22.0	20.4	19.9	19.7	19.6								
Rice.....	do.....	8.7	14.0	17.6	14.2	9.4	9.5	9.7	10.5	61	102	63	8	9	11	21	
Beans, navy.....	do.....		16.1	12.3	10.1	8.2	10.2	10.5	10.1								
Potatoes.....	do.....	1.8	3.3	3.9	3.3	3.2	2.1	2.6	2.2	83	117	83	78	17	44	22	
Onions.....	do.....		4.0	6.9	4.3	7.5	4.4	6.3	5.1								
Cabbage.....	do.....			4.5	3.5	4.6	3.4	3.9	3.7								
Beans, baked.....	(9).....			17.0	16.5	13.9	13.2	12.9	12.6								
Corn, canned.....	(9).....			18.9	18.3	16.1	15.2	15.6	16.6								
Peas, canned.....	(9).....			19.1	19.0	17.8	17.4	17.7	18.3								
Tomatoes, canned.....	(9).....			16.1	13.7	13.0	12.8	12.9	13.6								
Sugar, granulated.....	Pound.....	5.4	10.8	12.5	12.8	6.7	8.1	10.3	8.8	100	131	137	24	50	91	63	
Tea.....	do.....	54.5	67.9	71.3	73.6	69.0	68.5	70.4	73.5	25	31	35	27	26	29	35	
Coffee.....	do.....	29.8	30.8	48.9	41.3	35.6	36.5	37.8	49.0	3	64	39	19	22	27	64	
Prunes.....	do.....		18.4	30.2	27.1	18.9	20.2	18.0	17.3								
Raisins.....	do.....		15.8	22.7	32.3	26.1	19.5	16.4	14.8								
Bananas.....	Dozen.....			39.9	46.6	37.8	36.8	38.3	37.4								
Oranges.....	do.....			54.2	67.4	52.8	51.0	49.0	48.9								
All articles combined.....										74.8	83.3	84.3	44.7	38.1	44.0	43.1	

¹ Both pink and red.

² 15-16 ounce can.

³ 8-ounce package.

⁴ 28-ounce package.

⁵ No. 2 can.

⁶ See note 2, page 21.

Table 3 shows the changes in the retail prices of each of 22 articles of food³ as well as the changes in the amounts of these articles that could be purchased for \$1 in each year, 1913 to 1923, and in November, 1924.

TABLE 3.—AVERAGE RETAIL PRICES OF SPECIFIED ARTICLES OF FOOD AND AMOUNT PURCHASABLE FOR \$1 IN EACH YEAR, 1913 TO 1923, AND IN NOVEMBER, 1924

Year	Sirloin steak		Round steak		Rib roast		Chuck roast		Plate beef		Pork chops	
	Average retail price	Amt. for \$1	Average retail price	Amt. for \$1	Average retail price	Amt. for \$1	Average retail price	Amt. for \$1	Average retail price	Amt. for \$1	Average retail price	Amt. for \$1
	Per lb.	Lbs.	Per lb.	Lbs.	Per lb.	Lbs.	Per lb.	Lbs.	Per lb.	Lbs.	Per lb.	Lbs.
1913.....	\$0.254	3.9	\$0.223	4.5	\$0.198	5.1	\$0.160	6.3	\$0.121	8.3	\$0.210	4.8
1914.....	.259	3.9	.236	4.2	.204	4.9	.167	6.0	.126	7.9	.220	4.5
1915.....	.257	3.9	.230	4.3	.201	5.0	.161	6.2	.121	8.3	.203	4.9
1916.....	.273	3.7	.245	4.1	.212	4.7	.171	5.8	.128	7.8	.227	4.4
1917.....	.315	3.2	.290	3.4	.249	4.0	.209	4.8	.157	6.4	.319	3.1
1918.....	.389	2.6	.369	2.7	.307	3.3	.266	3.8	.206	4.9	.390	2.6
1919.....	.417	2.4	.389	2.6	.325	3.1	.270	3.7	.202	5.0	.423	2.4
1920.....	.437	2.3	.395	2.5	.332	3.0	.262	3.8	.183	5.5	.423	2.4
1921.....	.388	2.6	.344	2.9	.291	3.4	.212	4.7	.143	7.0	.349	2.9
1922.....	.374	2.7	.323	3.1	.276	3.6	.197	5.1	.128	7.8	.330	3.0
1923.....	.391	2.6	.335	3.0	.284	3.5	.202	5.0	.129	7.8	.304	3.3
1924: November	.387	2.6	.329	3.0	.282	3.5	.204	4.9	.132	7.6	.316	3.2

Year	Bacon		Ham		Lard		Hens		Eggs		Butter	
	Per lb.	Lbs.	Per lb.	Lbs.	Per lb.	Lbs.	Per lb.	Lbs.	Per dz.	Dzs.	Per lb.	Lbs.
1913.....	\$0.270	3.7	\$0.269	3.7	\$0.158	6.3	\$0.213	4.7	\$0.345	2.9	\$0.383	2.6
1914.....	.275	3.6	.273	3.7	.156	6.4	.218	4.6	.353	2.8	.362	2.8
1915.....	.269	3.7	.261	3.8	.148	6.8	.208	4.8	.341	2.9	.358	2.8
1916.....	.287	3.5	.294	3.4	.175	5.7	.236	4.2	.375	2.7	.394	2.5
1917.....	.410	2.4	.382	2.6	.276	3.6	.286	3.5	.481	2.1	.487	2.1
1918.....	.529	1.9	.479	2.1	.333	3.0	.377	2.7	.569	1.8	.577	1.7
1919.....	.554	1.8	.534	1.9	.369	2.7	.411	2.4	.628	1.6	.678	1.5
1920.....	.523	1.9	.555	1.8	.295	3.4	.447	2.2	.681	1.5	.701	1.4
1921.....	.427	2.3	.488	2.0	.180	5.6	.397	2.5	.599	2.0	.517	1.9
1922.....	.398	2.5	.488	2.0	.170	5.9	.360	2.8	.444	2.3	.479	2.1
1923.....	.391	2.6	.455	2.2	.177	5.6	.350	2.9	.465	2.2	.554	1.8
1924: November	.401	2.5	.470	2.1	.224	4.5	.345	2.9	.681	1.5	.489	2.0

Year	Cheese		Milk		Bread		Flour		Corn meal		Rice	
	Per lb.	Lbs.	Per qt.	Qts.	Per lb.	Lbs.	Per lb.	Lbs.	Per lb.	Lbs.	Per lb.	Lbs.
1913.....	\$0.221	4.5	\$0.089	11.2	\$0.056	17.9	\$0.033	30.3	\$0.030	33.3	\$0.087	11.5
1914.....	.229	4.4	.089	11.2	.063	15.9	.034	29.4	.032	31.3	.088	11.4
1915.....	.233	4.3	.088	11.4	.070	14.3	.042	23.8	.033	30.3	.091	11.0
1916.....	.258	3.9	.091	11.0	.073	13.7	.044	22.7	.034	29.4	.091	11.0
1917.....	.332	3.0	.112	9.0	.092	10.9	.070	14.3	.058	17.2	.104	9.6
1918.....	.359	2.8	.139	7.2	.098	10.2	.067	14.9	.068	14.7	.129	7.8
1919.....	.426	2.3	.155	6.5	.100	10.0	.072	13.9	.064	15.6	.151	6.6
1920.....	.416	2.4	.167	6.0	.115	8.7	.081	12.3	.065	15.4	.174	5.7
1921.....	.340	2.9	.146	6.8	.099	10.1	.058	17.2	.045	22.2	.095	10.5
1922.....	.329	3.0	.131	7.6	.087	11.5	.051	19.6	.039	25.6	.095	10.5
1923.....	.369	2.7	.138	7.2	.087	11.5	.047	21.3	.041	24.4	.095	10.5
1924: November	.347	2.9	.138	7.2	.089	11.2	.054	18.5	.051	19.6	.105	9.5

Year	Potatoes		Sugar		Coffee		Tea	
	Per lb.	Lbs.	Per lb.	Lbs.	Per lb.	Lbs.	Per lb.	Lbs.
1913.....	\$0.017	58.8	\$0.055	18.2	\$0.298	3.4	\$0.544	1.8
1914.....	.018	55.6	.059	16.9	.297	3.4	.546	1.8
1915.....	.015	66.7	.066	15.2	.300	3.3	.545	1.8
1916.....	.027	37.0	.080	12.5	.299	3.3	.546	1.8
1917.....	.043	23.3	.093	10.8	.302	3.3	.582	1.7
1918.....	.032	31.3	.097	10.3	.305	3.3	.648	1.5
1919.....	.038	26.3	.113	8.8	.433	2.3	.701	1.4
1920.....	.063	15.9	.194	5.2	.470	2.1	.733	1.4
1921.....	.031	32.3	.080	12.5	.363	2.8	.697	1.4
1922.....	.028	35.7	.073	13.7	.361	2.8	.681	1.5
1923.....	.029	34.5	.101	9.9	.377	2.7	.695	1.4
1924: November	.022	45.5	.088	11.4	.490	2.0	.735	1.4

³ Although monthly prices on 43 food articles have been secured since January, 1919, prices on only 22 of these articles have been secured each month since 1913.

Index Numbers of Retail Prices of Food in the United States

IN TABLE 4 index numbers are given which show the changes in the retail prices of each of 22 food articles,⁴ by years from 1907 to 1923, and by months for 1923⁵ and for January through November, 1924. These index numbers, or relative prices, are based on the year 1913 as 100, and are computed by dividing the average price of each commodity for each month and each year by the average price of that commodity for 1913. These figures must be used with caution. For example, the relative price of rib roast for the year 1923 was 143.4, which means that the average money price for the year 1923 was 43.4 per cent higher than the average money price for the year 1913. The relative price of rib roast for the year 1922 was 139.4, which figures show an increase of 4 points but an increase of slightly less than 3 per cent in the year.

In the last column of Table 4 are given index numbers, showing the changes in the retail cost of all articles of food combined. From January, 1913, to December, 1920, 22 articles have been included in the index, and beginning with January, 1921, 43 articles have been used.⁴ For an explanation of the method used in making the link between the cost of the market basket of 22 articles, weighted according to the average family consumption in 1901, and the cost of the market basket based on 43 articles and weighted according to the consumption in 1918, see MONTHLY LABOR REVIEW for March 1921 (p. 25).

The curve shown in the chart on page 27 pictures more readily to the eye the changes in the cost of the food budget than do the index numbers given in the table. The chart has been drawn on the logarithmic scale, because the percentages of increase or decrease are more accurately shown than on the arithmetic scale.

⁴ See note 2, p. 21.

⁵ For index numbers of each month, January, 1913, to December, 1920, see MONTHLY LABOR REVIEW for February, 1921, pp. 19-21, and for each month of 1921 and 1922 see MONTHLY LABOR REVIEW of February, 1923, p. 69.

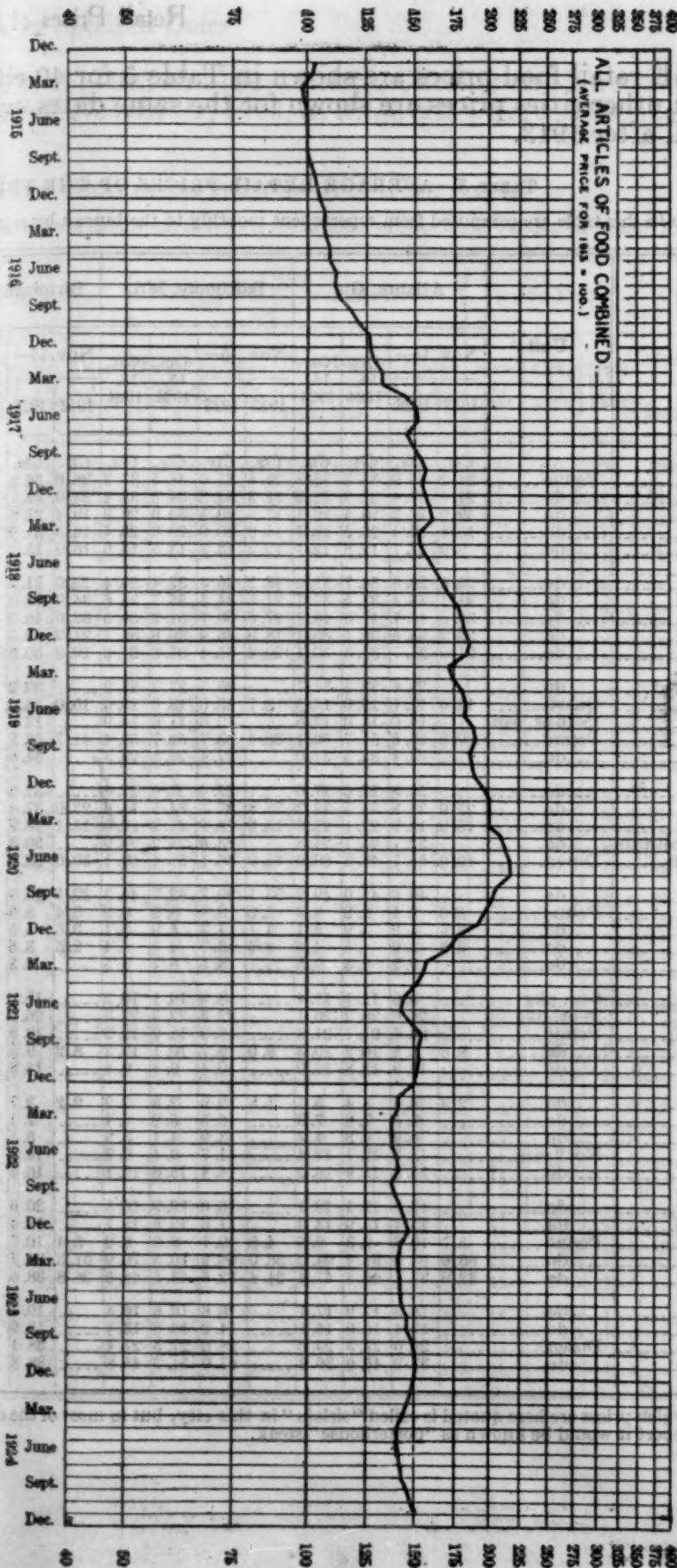
Year and month	Index numbers												Lower Cotton	Foot Cotton	Cotton Lock	
	1907	1908	1909	1910	1911	1912	1913	1914	1915	1916	1917	1918				
Apples	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Bacon	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Butter	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Cheese	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Eggs	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Flour	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Ham	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Lard	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Meat	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Milk	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Pork	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Shrimp	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Vegetables	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Wheat	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Yeast	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Other	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
All articles	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

TABLE 4.—INDEX NUMBERS SHOWING CHANGES IN THE RETAIL PRICES OF THE PRINCIPAL ARTICLES OF FOOD IN THE UNITED STATES, BY YEARS, 1907 TO 1923, AND BY MONTHS FOR 1923 AND JANUARY THROUGH NOVEMBER, 1924

[Average for year 1913 = 100.0]

Year and month	Sirloin steak	Round steak	Rib roast	Chuck roast	Plate beef	Pork chops	Bacon	Ham	Lard	Hens	Eggs	Butter	Cheese	Milk	Bread	Flour	Corn meal	Rice	Potatoes	Sugar	Coffee	Tea	All articles combined
1907	71.5	68.0	76.1	74.3	74.4	75.7	80.7	81.4	84.1	85.3	87.2	87.2	87.2	87.2	87.2	87.2	87.2	87.2	87.2	87.2	87.2	87.2	82.0
1908	73.3	71.2	78.1	76.1	76.9	77.6	80.7	83.0	86.1	85.5	89.6	89.6	89.6	89.6	89.6	89.6	89.6	89.6	89.6	89.6	89.6	89.6	84.3
1909	76.6	73.5	81.3	82.7	82.9	82.0	90.1	88.5	92.6	90.1	91.3	91.3	91.3	91.3	91.3	91.3	91.3	91.3	91.3	91.3	91.3	91.3	88.7
1910	80.3	77.9	84.6	81.6	81.6	81.6	91.3	89.3	93.6	91.3	93.6	93.6	93.6	93.6	93.6	93.6	93.6	93.6	93.6	93.6	93.6	93.6	93.0
1911	80.6	78.7	84.8	81.6	81.6	81.6	91.3	89.3	93.6	91.3	93.6	93.6	93.6	93.6	93.6	93.6	93.6	93.6	93.6	93.6	93.6	93.6	92.0
1912	91.0	89.3	93.6	91.2	90.5	90.6	93.6	93.6	93.6	93.6	93.6	93.6	93.6	93.6	93.6	93.6	93.6	93.6	93.6	93.6	93.6	93.6	97.6
1913	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1914	102.0	105.8	103.0	104.4	104.1	104.6	101.8	101.7	102.2	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.3	102.4
1915	101.1	103.0	101.4	100.6	100.0	98.4	99.8	97.2	93.4	97.5	98.7	93.4	105.0	99.2	125.0	125.8	108.4	104.3	88.9	120.1	100.6	100.2	101.3
1916	107.5	109.7	107.4	106.9	106.0	106.3	106.4	109.2	111.0	110.7	108.8	108.0	116.7	102.2	130.4	134.6	112.6	104.6	188.8	146.4	100.3	100.4	113.7
1917	124.0	129.8	125.5	130.6	129.8	151.7	151.9	142.2	174.9	134.5	139.4	127.2	150.4	164.2	164.3	211.2	192.2	119.0	252.7	169.3	101.4	106.9	146.4
1918	153.2	165.5	155.1	166.3	170.2	185.7	195.9	178.1	210.8	177.0	164.9	177.0	162.4	164.2	178.6	203.0	226.7	148.3	188.2	176.4	102.4	119.1	168.3
1919	164.2	174.4	164.1	168.8	166.9	201.4	205.2	198.5	233.5	193.0	182.0	177.0	192.8	174.2	178.6	218.2	213.3	173.6	223.5	205.5	145.3	128.9	185.9
1920	172.1	177.1	167.7	163.8	151.2	201.4	193.7	200.3	186.7	209.9	197.4	183.0	188.2	187.6	205.4	245.5	216.7	200.0	370.6	352.7	157.7	134.7	203.4
1921	162.8	154.3	147.0	132.5	118.2	166.2	158.2	181.4	113.9	186.4	147.5	135.0	153.9	164.0	176.8	175.8	150.0	109.2	182.4	145.5	121.8	128.1	153.3
1922	147.2	144.8	139.4	123.1	105.8	157.1	147.4	181.4	107.6	169.0	128.7	125.1	148.9	147.2	155.4	154.5	130.0	109.2	164.7	132.7	121.1	125.2	141.6
1923: Average for year	153.9	150.2	143.4	126.3	106.6	144.8	144.8	169.1	112.0	164.3	134.8	144.7	167.0	155.1	155.4	142.4	136.7	109.2	170.6	183.6	128.5	127.8	146.2
January	146.5	141.7	138.9	122.5	106.6	139.5	147.4	167.7	110.1	162.0	161.4	154.3	168.8	153.9	155.4	148.5	133.3	108.1	123.5	150.9	125.8	126.7	142.3
February	146.1	141.3	138.9	121.9	105.8	136.7	145.9	167.3	110.1	166.7	133.9	150.7	160.7	153.9	155.4	148.5	133.3	108.1	123.5	150.9	125.8	126.7	142.3
March	146.9	142.2	139.4	121.9	105.8	134.8	145.2	167.3	110.1	168.1	111.6	150.4	167.9	152.8	155.4	145.5	133.3	108.1	120.4	185.5	127.2	126.7	141.9
April	149.2	144.8	140.4	123.1	105.0	135.2	144.8	167.7	110.8	169.5	99.7	140.6	164.3	152.8	155.4	148.5	133.3	108.1	147.1	192.7	127.5	127.2	143.1
May	152.4	148.0	142.4	124.4	105.0	142.9	144.8	168.4	109.5	170.0	101.7	136.0	163.4	151.7	155.4	145.5	133.3	108.1	158.2	203.6	127.5	127.4	143.4
June	157.9	154.7	145.5	127.5	104.1	142.4	144.4	168.8	108.9	166.2	102.6	130.6	163.4	151.7	155.4	145.5	133.3	108.1	188.2	201.8	126.9	127.8	144.3
July	161.4	159.2	148.0	130.0	105.8	152.9	145.2	172.1	108.2	162.0	120.3	136.3	164.3	153.9	157.1	142.4	136.7	108.1	217.7	174.6	126.5	127.6	147.2
August	161.8	159.2	148.5	131.3	108.3	151.9	173.2	113.7	163.4	140.9	143.6	167.4	167.4	157.3	155.4	136.4	140.0	109.2	200.0	174.6	126.2	128.1	149.8
September	157.9	154.3	146.0	130.0	108.3	162.9	145.6	172.5	117.7	163.4	158.3	146.7	174.2	158.4	155.4	139.4	143.3	110.3	170.6	192.7	126.9	128.7	149.8
October	153.2	148.4	142.9	127.5	107.4	137.6	142.6	169.1	119.6	158.2	192.2	153.8	170.6	160.7	155.4	139.4	146.7	111.5	152.9	187.3	126.9	129.4	151.1
November	152.0	147.5	142.9	127.5	107.4	136.2	138.9	166.2	119.6	156.8	188.1	157.4	170.6	160.7	155.4	136.4	146.7	111.5	152.9	188.1	126.9	129.4	150.3
December	153.9	149.3	144.4	129.4	106.9	137.8	166.2	113.4	162.0	158.3	160.1	169.2	169.2	159.6	155.4	136.4	146.7	112.6	164.7	185.5	128.2	130.5	149.1
1924: January	152.4	148.0	142.9	127.5	109.9	127.1	135.6	165.1	113.9	164.8	144.3	157.2	168.3	157.3	155.4	139.4	146.7	112.6	164.7	187.3	130.2	130.2	147.3
February	153.1	148.4	144.4	128.8	106.9	128.1	134.4	163.6	110.8	168.5	100.9	151.4	166.1	156.2	155.4	139.4	146.7	111.5	164.7	189.1	136.9	130.3	143.7
March	155.9	150.7	146.5	130.6	108.9	136.7	134.1	164.7	108.2	169.5	93.0	130.8	161.1	155.1	155.4	139.4	146.7	111.5	164.7	180.0	140.3	130.5	141.3
April	159.8	155.2	148.5	133.1	110.7	142.4	133.7	164.7	107.0	171.8	95.1	120.4	156.6	152.8	155.4	139.4	146.7	113.8	170.6	167.3	141.6	130.7	141.0
May	160.2	156.1	148.5	132.5	109.1	143.8	134.1	165.8	107.0	168.5	104.6	126.9	155.7	151.7	155.4	139.4	146.7	113.8	194.1	150.9	141.9	130.3	142.4
June	160.2	155.2	147.0	131.3	108.3	144.3	134.8	166.2	108.2	165.7	114.2	120.2	155.7	151.7	155.4	145.5	150.0	114.9	194.1	152.7	142.8	130.1	143.3
July	160.2	156.1	147.0	131.3	108.3	144.3	134.8	166.2	108.2	165.7	114.2	120.2	155.7	151.7	155.4	145.5	150.0	114.9	194.1	152.7	142.8	130.1	143.3
August	160.2	156.1	147.0	131.3	108.3	144.3	134.8	166.2	108.2	165.7	114.2	120.2	155.7	151.7	155.4	145.5	150.0	114.9	194.1	152.7	142.8	130.1	143.3
September	160.2	156.1	147.0	131.3	108.3	144.3	134.8	166.2	108.2	165.7	114.2	120.2	155.7	151.7	155.4	145.5	150.0	114.9	194.1	152.7	142.8	130.1	143.3
October	160.2	156.1	147.0	131.3	108.3	144.3	134.8	166.2	108.2	165.7	114.2	120.2	155.7	151.7	155.4	145.5	150.0	114.9	194.1	152.7	142.8	130.1	143.3
November	160.2	156.1	147.0	131.3	108.3	144.3	134.8	166.2	108.2	165.7	114.2	120.2	155.7	151.7	155.4	145.5	150.0	114.9	194.1	152.7	142.8	130.1	143.3
December	160.2	156.1	147.0	131.3	108.3	144.3	134.8	166.2	108.2	165.7	114.2	120.2	155.7	151.7	155.4	145.5	150.0	114.9	194.1	152.7	142.8	130.1	143.3

TREND IN RETAIL PRICES OF FOOD IN THE UNITED STATES, JANUARY, 1915, TO NOVEMBER, 1924



Retail Prices of Food in

AVERAGE retail food prices are shown in Table 5 for 40 cities for Nov. 15, 1924. For 11 other cities prices are shown for the same dates, with the bureau until after 1913.

TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL

[The prices shown in this table are computed from reports sent monthly to the bureau by retail dealers.]

Article	Unit	Atlanta, Ga.				Baltimore, Md.				Birmingham, Ala.			
		Nov. 15—		Oct. 15, 1924	Nov. 15, 1924	Nov. 15—		Oct. 15, 1924	Nov. 15, 1924	Nov. 15—		Oct. 15, 1924	Nov. 15, 1924
		1913	1923			1913	1923			1913	1923		
Sirloin steak	Pound	24.2	35.0	35.3	35.3	22.8	37.0	38.5	37.3	28.0	36.8	37.2	37.1
Round steak	do	21.9	31.4	32.3	32.3	21.3	34.2	34.5	33.4	23.0	32.7	33.1	32.9
Rib roast	do	19.0	27.3	28.4	26.1	17.5	29.4	30.0	29.9	19.4	27.0	27.2	26.3
Chuck roast	do	15.8	20.4	20.5	20.7	15.0	20.0	20.6	20.4	16.5	21.9	21.4	21.1
Plate beef	do	9.9	11.7	12.6	12.1	12.2	13.3	13.5	13.6	10.0	13.4	13.3	13.9
Pork chops	do	25.0	28.3	34.7	31.0	18.2	26.5	37.4	29.4	23.0	31.0	33.4	32.6
Bacon, sliced	do	31.1	35.4	37.5	37.7	21.5	34.1	35.7	35.6	34.0	40.0	41.0	40.5
Ham, sliced	do	30.6	44.7	47.9	46.7	27.5	50.7	51.2	50.5	32.0	46.2	46.9	48.0
Lamb, leg of	do	20.2	35.6	36.4	36.1	18.0	36.9	36.8	36.7	21.9	39.5	37.9	36.4
Hens	do	21.0	31.7	31.3	32.1	20.2	35.4	37.8	37.0	19.3	30.6	32.1	32.7
Salmon, canned, red	do		29.6	32.1	31.7		26.5	27.2	27.2		30.2	30.1	30.8
Milk, fresh	Quart	10.0	17.7	19.0	17.5	9.7	13.0	13.0	13.0	10.0	18.5	19.0	19.0
Milk, evaporated	15-16 oz. can		14.0	13.0	12.8		12.0	11.0	10.9		13.3	12.4	12.2
Butter	Pound	39.8	58.6	51.7	50.1	38.4	63.7	52.7	53.4	41.7	59.8	51.7	52.7
Oleomargarine	do		33.4	32.3	31.0		27.4	29.5	29.3		34.0	35.4	36.4
Nut margarine	do		26.8	27.0	27.0		27.4	27.6	27.4		32.4	33.4	33.6
Cheese	do	25.0	36.8	33.5	33.2	23.3	37.3	34.5	34.6	23.0	37.4	33.9	34.9
Lard	do	15.8	18.9	22.1	21.8	15.0	18.9	21.9	22.0	15.1	18.7	21.5	22.5
Vegetable lard substitute	do		22.7	25.1	24.8		23.5	25.2	24.9		20.3	22.0	21.5
Eggs, strictly fresh	Dozen	40.0	55.7	48.3	60.0	45.0	66.1	58.4	69.1	39.0	60.0	53.1	61.4
Eggs, storage	do		40.6	45.0	40.9	33.1	80.7	42.7	46.3	32.5	43.4	44.2	48.8
Bread	Pound	5.6	9.1	9.2	9.3	5.5	8.8	8.9	8.9	5.4	8.8	9.4	9.4
Flour	do	3.5	5.2	5.9	6.1	3.1	4.3	5.0	5.1	3.6	5.5	6.1	6.3
Corn meal	do	2.6	3.9	4.5	4.6	2.6	3.7	4.3	4.4	2.5	3.6	4.4	4.5
Rollod oats	do		9.2	9.3	9.5		8.5	8.7	8.5		9.3	9.7	9.5
Corn flakes	8-oz. pkg		9.8	11.1	11.4		8.9	10.1	10.2		10.0	11.5	11.8
Wheat cereal	28-oz. pkg		26.6	26.2	26.1		22.3	22.3	22.3		26.2	25.6	25.7
Macaroni	Pound		20.6	21.1	21.3		19.2	18.9	19.2		19.0	19.2	19.1
Rice	do	8.6	8.8	10.2	10.3	9.0	9.7	10.1	10.3	8.2	9.5	10.7	10.9
Beans, navy	do		12.9	12.8	12.9		10.4	9.4	9.4		11.8	11.9	11.9
Potatoes	do	2.3	3.5	3.4	3.1	1.8	2.9	2.3	2.2	2.2	3.7	3.5	3.6
Onions	do		7.5	7.8	7.3		6.5	6.2	5.4		7.1	6.5	6.4
Cabbage	do		4.9	4.8	4.7		3.9	4.1	3.8		5.1	5.3	5.1
Beans, baked	No. 2 can		13.3	12.1	12.4		11.7	9.4	9.2		14.1	13.5	13.3
Corn, canned	do		15.8	15.9	16.2		14.4	15.6	16.1		16.4	16.2	17.1
Peas, canned	do		17.9	19.1	19.1		16.6	16.9	16.8		20.6	21.6	22.0
Tomatoes, canned	do		13.4	13.9	13.9		11.5	12.5	12.7		12.4	12.7	12.8
Sugar, granulated	Pound	5.7	10.8	9.3	9.5	4.8	9.7	8.0	8.0	5.4	10.7	9.2	9.2
Tea	do	60.0	93.6	94.4	94.2	56.0	66.9	70.3	70.9	61.3	86.1	87.6	90.8
Coffee	do	32.0	37.1	46.3	47.4	24.4	32.6	43.5	46.6	28.8	38.6	46.0	49.6
Prunes	do		18.3	17.9	17.1		16.8	16.6	16.4		19.4	20.0	20.0
Raisins	do		17.4	16.0	16.1		14.2	13.6	13.4		18.9	16.0	16.2
Bananas	Dozen		28.0	27.3	29.6		28.6	27.5	27.4		38.1	36.8	37.0
Oranges	do		37.2	45.0	36.3		47.0	51.2	45.8		38.8	50.3	43.8

¹ The steak for which prices are here quoted is called "sirloin" in this city, but in most of the other cities included in this report it would be known as "porterhouse" steak.

51 Cities on Specified Dates

November 15, 1913 and 1923, and for October and November 15, 1924. Exception of November, 1913, as these cities were not scheduled by the

ARTICLES OF FOOD IN 51 CITIES ON SPECIFIED DATES

Assume dealers occasionally fail to report, the number of quotations varies from month to month

Boston, Mass.			Bridgeport, Conn.			Buffalo, N. Y.			Butte, Mont.			Charleston, S. C.					
Nov. 15—		Oct. 15,	Nov. 15,	Nov. 15,	Oct. 15,	Nov. 15,	Nov. 15—		Oct. 15,	Nov. 15,	Nov. 15,	Oct. 15,	Nov. 15,	Nov. 15—		Oct. 15,	Nov. 15,
1913	1923	1924	1924	1923	1924	1924	1913	1923	1924	1924	1923	1924	1924	1913	1923	1924	1924
Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
134.0	62.7	63.8	62.4	47.8	47.2	46.9	22.2	36.7	38.1	36.9	27.0	28.6	27.3	21.4	33.2	33.9	32.2
33.0	50.6	50.8	48.5	40.1	39.1	40.0	19.4	30.8	32.3	31.0	23.5	24.4	23.2	20.8	31.4	31.1	30.0
23.9	38.3	38.3	38.1	35.7	34.8	34.8	16.4	28.1	28.7	28.2	21.5	23.9	22.8	20.0	26.4	26.7	26.7
16.2	24.8	24.5	24.8	26.3	25.4	25.4	15.2	20.9	21.5	21.5	15.4	17.0	16.4	15.0	20.2	19.4	19.2
	17.1	16.7	16.7	11.0	10.8	10.8	11.7	12.1	12.2	12.3	10.3	11.2	10.5	12.0	14.5	13.3	14.4
22.4	30.3	41.1	33.9	36.5	40.6	33.7	19.8	29.5	41.1	33.4	25.8	31.3	26.9	25.0	30.5	32.2	30.0
24.6	37.1	39.9	39.8	44.1	43.4	43.4	21.2	31.8	34.5	34.3	47.7	48.2	47.9	26.6	34.6	35.7	35.9
31.0	32.2	53.2	51.9	51.4	53.1	52.5	26.3	45.8	46.7	46.6	51.4	53.9	52.1	27.5	42.0	43.5	44.7
20.5	37.8	37.1	37.0	36.7	36.6	37.4	15.6	30.0	30.9	29.0	31.3	33.6	33.1	22.5	38.5	40.7	41.4
24.3	38.4	40.0	38.9	38.5	38.9	38.8	20.0	34.1	34.9	34.5	26.4	30.3	28.7	21.5	34.9	36.1	35.9
	29.3	29.8	30.0	30.1	29.9	30.1	27.6	27.9	28.4	37.5	37.1	36.9		26.8	28.1	29.7	
8.9	15.9	14.9	14.9	15.0	15.0	15.0	8.0	13.8	13.0	14.0	14.3	14.3	14.3	12.0	18.0	18.5	18.5
	12.8	11.5	11.4	12.5	11.4	11.3		11.8	10.4	10.4	12.5	10.3	10.3		12.0	10.8	10.8
28.2	58.4	48.8	48.4	58.7	49.9	49.9	38.1	60.3	47.4	49.2	55.7	47.2	46.7	37.8	55.2	46.9	46.6
	31.8	32.7	31.0	28.8	30.4	31.0	29.2	29.7	30.0						29.0	30.3	30.9
23.4	27.1	29.6	29.4	27.0	28.2	27.8	28.0	28.1	28.3	33.2	32.7	32.5		29.0	31.5	31.5	
15.8	28.8	36.2	36.9	39.6	37.7	37.9	21.5	37.9	35.0	35.1	38.8	36.1	36.0	21.0	35.4	30.3	30.3
	19.9	21.9	23.2	18.5	21.3	22.6	14.2	18.0	21.7	21.9	21.9	22.5	23.6	15.0	20.1	21.0	23.8
	25.1	23.7	23.3	24.6	25.8	25.5	22.8	25.8	25.5	26.2	26.6	29.5		23.2	25.6	25.5	
60.6	97.6	83.3	94.6	89.1	78.3	86.0	48.5	70.7	66.3	74.3	72.9	61.7	73.4	40.0	49.5	59.0	59.6
26.2	48.3	48.0	53.8	46.0	48.4	51.2	30.6	39.3	43.2	46.2	42.1	41.3	42.5	33.5	38.0	41.8	45.4
6.0	8.4	8.5	8.5	8.6	8.5	8.5	5.6	8.5	8.3	8.5	9.7	9.6	9.6	6.4	10.2	10.7	10.7
2.6	5.0	5.9	6.0	4.4	5.2	5.4	3.0	4.0	5.1	5.2	4.9	5.5	5.6	3.7	5.7	6.1	6.4
2.5	5.1	5.8	6.1	6.9	7.5	7.5	2.6	4.1	4.8	5.0	4.2	5.6	5.8	2.6	3.5	4.1	4.1
	8.9	9.4	9.4	8.3	8.2	8.3	7.6	8.2	8.2	6.9	7.3	7.2		9.3	9.4	9.3	
	9.6	10.5	10.8	9.4	10.2	10.5	9.1	9.8	9.0	12.1	11.9	11.8		9.9	11.2	11.5	
	24.5	24.0	24.0	23.6	23.3	23.5	24.1	24.1	24.1	27.9	27.1	26.8		24.7	25.0	25.0	
	23.8	22.5	22.8	23.8	22.6	23.3	21.7	20.6	20.8	21.0	20.1	20.1		19.8	20.0	19.1	
9.4	11.0	11.2	11.2	9.9	10.6	11.1	9.3	9.2	9.6	10.1	9.8	10.9	10.7	5.6	6.8	8.0	8.0
	10.3	10.8	10.8	11.1	10.6	10.5	10.8	9.5	9.9	10.8	10.7	10.5		11.9	10.5	10.3	
1.7	2.6	2.0	1.9	2.9	2.1	2.0	1.8	2.4	1.7	1.5	1.8	1.9	1.8	2.2	2.8	2.7	2.5
	6.5	5.2	5.0	7.4	5.5	5.1	6.6	5.1	5.2	5.1	4.8	4.5		6.6	5.9	5.8	
	4.8	4.6	4.4	4.9	4.4	4.2	3.4	2.8	2.4	3.1	4.2	4.0		4.4	4.6	4.4	
	14.7	13.9	14.4	11.6	12.2	12.2	11.1	10.4	10.5	16.8	15.0	14.8		10.9	10.5	10.5	
	19.3	19.2	19.5	19.1	19.4	19.5	14.9	15.8	16.0	15.0	16.3	16.7		14.2	15.0	16.4	
	21.3	21.6	21.7	21.2	21.4	21.4	15.7	16.3	16.3	16.0	16.9	16.8		18.2	18.3	19.3	
	12.2	12.7	13.0	13.8	14.2	14.5	13.4	14.1	14.1	15.0	14.9	14.8		10.7	11.3	11.8	
5.4	10.3	8.6	8.7	10.3	8.4	8.5	5.3	10.0	8.4	8.4	12.5	10.3	10.2	5.0	10.0	8.0	8.5
58.6	70.2	69.4	70.7	58.0	59.5	61.2	45.0	62.9	65.2	65.2	82.5	81.8	81.9	50.0	71.4	70.3	71.3
33.0	43.2	52.1	55.5	36.1	43.4	46.6	29.3	34.8	44.2	46.8	45.6	53.6	54.6	26.8	32.6	39.3	41.8
	17.9	16.9	17.0	17.3	17.3	17.8	17.3	17.4	16.7	18.1	18.3	16.6		17.9	16.1	15.8	
	15.3	14.6	14.2	15.3	15.1	15.3	14.7	14.2	14.3	19.8	16.5	16.3		16.3	14.5	14.4	
	41.7	45.0	46.5	38.0	36.0	36.7	48.9	42.7	46.9	16.2	14.6	15.8		40.7	39.3	41.4	
	56.9	61.9	61.9	50.4	58.2	52.7	54.0	59.3	55.9	51.3	41.1	43.6		30.0	46.9	30.2	

¹ Per pound.

TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL ARTI

Article	Unit	Chicago, Ill.				Cincinnati, Ohio				Cleveland, Ohio			
		Nov. 15—		Oct. 15,	Nov. 15,	Nov. 15—		Oct. 15,	Nov. 15,	Nov. 15—		Oct. 15,	Nov. 15,
		1913	1923	1924	1924	1913	1923	1924	1924	1913	1923	1924	1924
Sirloin steak	Pound	Cts. 24.7	Cts. 40.7	Cts. 41.5	Cts. 41.8	Cts. 22.7	Cts. 34.1	Cts. 34.9	Cts. 34.4	Cts. 25.0	Cts. 35.8	Cts. 37.6	Cts. 36.4
Round steak	do	21.4	31.7	33.2	32.5	20.7	30.7	30.8	30.7	22.4	29.8	31.2	30.2
Rib roast	do	19.5	31.3	31.8	31.7	19.2	27.4	27.5	27.1	18.6	24.8	26.4	25.8
Chuck roast	do	15.9	21.0	21.4	21.6	16.1	17.8	18.3	18.3	17.0	19.5	21.0	20.2
Plate beef	do	12.0	12.5	13.1	12.8	11.5	13.8	14.1	14.0	12.6	11.4	12.1	12.0
Pork chops	do	19.3	25.2	35.6	27.9	19.8	23.3	37.1	26.8	21.6	29.2	43.1	31.8
Bacon, sliced	do	32.4	43.7	43.6	43.9	24.6	31.7	36.4	35.9	28.1	39.4	42.0	41.4
Ham, sliced	do	32.3	48.4	48.4	47.6	28.5	47.6	48.2	47.2	35.7	50.1	50.7	49.3
Lamb, leg of	do	19.3	35.7	35.4	34.8	17.5	32.1	31.9	31.4	18.1	32.6	35.1	32.8
Hens	do	17.4	30.0	34.4	33.1	20.2	32.8	35.3	34.0	19.9	34.2	36.5	35.2
Salmon, canned, red	do		33.9	32.8	32.7		28.2	29.1	29.3		29.2	29.6	29.7
Milk, fresh	Quart.	8.0	14.0	14.0	14.0	8.0	14.0	10.0	10.0	8.0	14.0	14.0	14.0
Milk, evaporated	15-16 oz. can		11.5	10.6	10.5		11.5	10.1	10.1		11.7	10.5	10.4
Butter	Pound	36.5	58.8	45.4	46.6	38.2	59.2	46.1	46.9	40.7	62.4	48.2	50.4
Oleomargarine	do		26.9	27.8	28.0		31.6	32.0	32.0		30.8	32.2	32.1
Nut margarine	do		26.3	25.5	26.6		28.5	30.1	29.8		29.5	31.4	30.4
Cheese	do	25.3	40.7	39.4	39.5	21.0	38.1	35.3	34.1	24.0	37.3	33.6	33.4
Lard	do	15.0	19.0	21.0	22.3	14.2	18.0	21.4	21.4	16.3	19.7	22.8	23.7
Vegetable lard substitute	do		25.1	26.3	26.3		24.1	24.8	25.5		24.7	26.6	26.8
Eggs, strictly fresh	Dozen	39.8	65.0	56.0	66.1	44.3	65.4	55.2	70.7	50.0	74.8	65.5	76.0
Eggs, storage	do	30.3	40.7	46.3	47.4	33.6	37.2	39.4	42.8	35.7	46.6	44.9	50.0
Bread	Pound	6.1	9.7	9.9	9.9	4.8	8.4	8.5	8.5	5.0	7.9	8.0	8.0
Flour	do	2.9	4.1	4.8	4.9	3.3	4.4	5.2	5.2	3.2	4.6	5.4	5.5
Corn meal	do	2.9	5.4	5.8	6.2	2.8	3.7	4.3	4.3	3.0	4.2	4.9	5.0
Rolled oats	do		8.4	8.3	8.4		8.6	8.4	8.4		8.8	8.6	8.6
Corn flakes	8-oz. pkg.		9.2	10.0	10.0		9.2	9.8	10.2		10.0	10.8	11.0
Wheat cereal	28-oz. pkg.		23.3	23.6	23.7		23.3	23.3	23.4		24.5	24.9	24.8
Macaroni	Pound		18.3	17.9	18.0		16.5	16.0	16.0		19.8	19.7	19.8
Rice	do	9.0	10.1	10.8	11.0	8.8	9.5	10.5	10.5	9.0	9.8	10.7	10.6
Beans, navy	do		10.6	9.9	9.9		9.3	8.6	8.4		9.9	9.0	9.3
Potatoes	do	1.7	2.3	2.3	2.0	1.9	2.2	2.3	2.2	2.0	2.4	2.3	1.9
Onions	do		6.0	5.2	5.1		5.6	4.8	4.4		5.8	5.1	4.8
Cabbage	do		3.7	3.8	3.8		3.9	3.7	3.3		4.3	3.8	3.7
Beans, baked	No. 2 can		12.8	12.8	12.8		11.5	11.2	11.1		12.9	12.5	12.3
Corn, canned	do		15.2	16.5	16.9		14.2	14.6	14.9		16.3	16.2	16.8
Peas, canned	do		16.9	17.4	17.6		16.9	17.2	17.3		17.1	17.7	17.7
Tomatoes, canned	do		14.1	14.6	14.8		12.9	13.5	13.6		13.8	14.3	14.5
Sugar, granulated	Pound	5.1	9.4	8.3	8.4	5.3	10.2	8.5	8.5	5.4	10.3	9.0	8.9
Tea	do	55.0	72.9	73.6	74.8	60.0	72.2	74.1	74.1	50.0	68.0	66.6	66.6
Coffee	do	30.7	38.0	46.8	49.2	25.6	33.1	41.4	44.0	26.5	40.5	48.4	51.0
Prunes	do		19.1	19.0	19.1		19.0	17.0	17.3		18.9	18.1	17.4
Raisins	do		17.3	16.3	16.5		16.4	14.6	14.6		16.2	15.1	14.7
Bananas	Dozen		38.9	40.7	41.8		45.0	39.0	42.5		56.0	45.4	49.8
Oranges	do		56.1	56.4	57.4		41.8	42.7	48.6		51.7	51.6	51.8

¹ The steak for which prices are here quoted is called "rump" in this city, but in most of the other cities included in this report it would be known as "porterhouse" steak.

RETAIL PRICES OF FOOD

31

PRICES OF FOOD IN 51 CITIES ON SPECIFIED DATES—Continued

Columbus, Ohio			Dallas, Tex.			Denver, Colo.			Detroit, Mich.			Fall River, Mass.		
Nov. 15, 1923	Oct. 15, 1924	Nov. 15, 1924	Nov. 15—		Oct. 15, 1924	Nov. 15, 1924	Nov. 15—		Oct. 15, 1924	Nov. 15, 1924	Nov. 15—		Oct. 15, 1924	Nov. 15, 1924
			1913	1923			1913	1923			1913	1923		
Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
40.7	38.7	37.5	23.6	32.8	33.3	33.4	22.9	28.3	29.3	28.4	25.6	35.4	38.9	38.4
32.4	33.5	31.7	21.0	29.2	29.4	29.1	20.3	24.4	25.1	24.8	20.6	29.7	31.4	30.1
28.5	29.8	29.0	20.1	26.4	27.1	27.5	16.7	20.9	21.4	21.1	20.0	25.9	26.9	26.3
21.8	23.9	22.1	16.4	21.4	22.3	21.3	15.3	16.2	18.0	16.7	15.2	19.3	19.9	20.1
14.2	15.7	15.0	15.0	15.2	16.0	16.0	9.9	9.6	9.7	9.5	11.4	12.0	12.2	12.3
27.9	35.2	30.2	21.8	29.8	32.8	31.7	20.4	27.0	37.4	31.2	19.4	28.6	39.0	29.7
38.5	43.5	42.3	37.5	38.0	42.7	41.8	28.0	41.8	43.4	42.7	22.3	38.7	40.0	40.2
44.6	47.4	46.4	31.6	50.0	49.4	49.4	29.2	49.5	49.6	50.4	27.0	48.4	52.3	51.4
37.8	40.4	39.4	22.5	41.3	38.9	39.1	15.2	34.5	33.5	32.8	15.1	36.7	36.1	34.7
31.4	32.0	33.2	18.4	29.7	29.5	28.5	18.5	26.2	27.6	27.6	19.2	33.5	36.3	34.7
32.4	32.6	32.6	30.2	31.4	31.4	31.4	33.0	33.0	33.1	30.2	30.1	30.5	31.7	31.1
13.0	12.0	12.0	10.8	15.0	15.0	15.0	8.4	11.7	11.7	11.8	9.0	14.0	14.0	14.0
12.0	10.5	10.5	40.0	14.0	13.1	12.9	12.0	10.4	10.4	11.8	10.3	10.1	13.4	12.4
59.9	45.3	46.7	58.5	48.7	49.1	35.0	57.0	43.7	41.5	37.1	60.2	45.9	47.7	36.0
29.8	30.5	30.5	30.3	35.0	35.0	35.0	31.4	29.1	29.9	29.6	31.0	30.7	31.7	31.3
27.7	28.9	29.0	31.3	33.1	32.9	32.9	20.6	29.5	29.5	26.8	27.5	27.8	29.0	29.5
38.6	34.5	34.3	20.0	38.3	32.9	33.2	26.1	39.6	38.2	37.0	22.3	37.3	35.8	34.6
17.9	20.3	21.8	16.8	22.7	23.6	24.9	16.0	19.5	21.9	23.1	16.4	19.7	21.6	22.6
24.0	25.2	25.7	20.6	22.4	22.4	22.4	21.9	24.8	25.9	24.3	25.5	25.7	24.5	26.0
68.9	51.6	64.8	40.0	49.1	49.0	54.8	45.0	60.1	51.4	61.8	41.0	63.9	56.8	66.4
40.4	44.0	64.0	35.0	43.5	43.5	43.5	33.0	41.4	40.3	43.3	32.2	42.7	40.9	44.8
7.7	7.8	7.8	5.3	8.7	8.7	8.8	5.5	7.8	7.9	7.9	5.6	8.6	8.8	8.8
4.2	5.0	5.1	3.3	4.4	5.0	5.2	2.5	3.7	4.3	4.4	3.1	4.1	4.9	5.2
3.6	4.3	4.4	3.6	4.3	4.9	4.9	2.6	3.5	4.2	4.2	2.9	4.7	5.1	5.2
9.3	9.5	9.5	10.9	10.5	10.2	10.2	8.8	9.0	9.1	9.0	8.6	8.8	9.0	9.0
10.1	10.4	10.5	11.0	10.7	11.2	11.2	9.9	11.0	11.8	8.9	9.9	10.1	10.0	11.0
24.6	24.0	24.3	25.4	25.8	25.8	25.8	24.5	24.6	24.5	23.9	23.9	23.9	26.6	26.7
18.9	18.9	18.3	21.1	21.4	21.4	21.4	20.3	20.7	20.7	19.5	19.7	19.5	23.9	23.2
10.0	11.9	10.9	9.3	9.9	11.6	11.8	8.6	9.9	10.4	10.4	8.4	9.8	10.1	10.2
9.6	9.5	9.4	11.4	12.0	11.7	11.7	11.7	11.2	11.1	11.1	8.8	8.9	8.8	10.5
2.1	2.3	2.0	2.3	3.9	4.1	4.0	1.6	2.4	2.1	2.0	1.7	1.7	1.5	1.8
7.3	6.3	5.3	7.0	7.1	7.2	7.2	5.0	4.5	4.2	5.6	4.9	4.3	6.8	6.0
4.6	4.9	4.6	5.1	5.7	5.9	5.9	2.5	2.9	2.8	4.1	3.0	2.9	4.5	4.3
13.9	13.4	13.5	14.6	15.0	15.0	15.0	14.6	13.8	14.1	12.0	12.1	12.1	13.2	12.5
12.9	14.4	14.4	16.5	18.0	18.0	18.0	15.3	15.0	15.6	15.1	16.3	16.3	16.7	16.4
15.5	16.3	16.3	21.1	21.8	21.8	21.8	16.4	16.9	16.8	17.2	17.5	17.7	17.9	18.8
13.8	14.2	14.4	14.0	14.7	14.7	14.7	13.1	14.1	14.3	12.8	13.3	13.4	13.6	14.1
10.4	8.9	9.0	10.8	9.7	9.7	9.7	11.0	9.5	9.6	9.8	8.4	8.4	5.3	10.6
82.1	80.8	80.3	92.3	98.6	100.0	52.8	66.5	68.1	68.2	43.3	64.0	62.1	62.1	44.2
37.7	46.4	49.3	36.7	42.7	54.3	54.9	29.4	36.9	44.6	48.6	29.3	37.6	45.8	49.1
20.0	19.3	18.6	19.1	20.0	20.2	20.2	19.2	18.2	18.3	17.4	18.6	19.2	16.9	15.3
16.5	14.8	14.8	17.4	16.6	16.3	16.3	17.1	14.7	14.6	16.1	14.9	15.1	18.2	16.3
40.5	39.4	39.4	34.0	31.3	31.0	31.0	15.0	13.2	14.7	35.8	33.5	36.1	11.3	9.7
47.6	45.9	45.0	54.1	51.0	51.2	51.2	53.8	44.4	51.1	56.3	53.3	55.5	51.8	42.6

¹Per pound.

TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL ARTI

Article	Unit	Houston, Tex.			Indianapolis, Ind.				Jacksonville, Fla.			
		Nov.	Oct.	Nov.	Nov. 15—		Oct.	Nov.	Nov. 15—		Oct.	Nov.
		15, 1923	15, 1924	15, 1924	1913	1923	15, 1924	15, 1924	1913	1923	15, 1924	15, 1924
Sirloin steak	Pound	28.4	28.1	27.3	26.0	35.8	36.1	34.7	25.6	34.1	34.4	35.0
Round steak	do	27.5	27.3	26.5	24.7	34.6	34.8	32.9	21.2	28.5	28.9	28.8
Rib roast	do	23.3	22.9	22.5	17.8	25.6	25.8	25.1	21.6	26.8	27.0	27.0
Chuck roast	do	18.9	17.3	17.5	16.3	22.2	21.7	20.9	14.4	17.6	18.2	18.3
Plate beef	do	15.4	14.4	14.6	12.9	13.8	14.2	13.8	11.2	10.3	10.6	10.7
Pork chops	do	29.3	34.5	31.5	21.5	26.1	37.6	29.6	24.0	29.1	31.1	31.3
Bacon, sliced	do	45.0	42.6	41.6	29.2	34.4	36.7	36.9	30.9	34.4	34.5	36.4
Ham, sliced	do	45.4	46.9	45.4	30.3	47.7	48.0	47.4	30.2	45.5	45.0	44.4
Lamb, leg of	do	34.2	33.0	31.0	19.0	38.3	39.2	36.7	21.6	34.7	35.0	36.0
Hens	do	30.7	33.6	32.3	19.8	32.0	33.4	32.1	24.6	35.1	34.8	35.1
Salmon, canned, red	do	29.9	31.2	31.2		37.1	34.3	33.8		31.2	30.9	31.0
Milk, fresh	Quart	15.3	15.8	15.8	8.0	12.0	12.0	12.0	12.3	18.7	18.7	19.3
Milk, evaporated	15-16 oz. can	12.8	11.5	11.5		11.5	10.1	10.0		12.8	12.0	11.6
Butter	Pound	57.3	46.4	49.2	37.5	58.3	45.6	46.7	39.0	59.2	49.4	49.9
Oleomargarine	do	32.0	32.5	32.5		30.3	31.9	32.3		30.2	30.4	30.4
Nut margarine	do	30.2	31.2	31.1		28.5	30.8	30.7		27.6	28.7	29.3
Cheese	do	35.7	32.2	32.0	21.3	37.2	34.4	34.1	22.5	35.1	31.2	31.5
Lard	do	20.6	22.6	23.9	15.0	17.2	20.3	20.8	15.7	18.9	20.5	21.4
Vegetable lard substitute	do	17.9	18.8	19.0		24.7	25.3	25.5		22.6	24.6	24.4
Eggs, strictly fresh	Dozen	47.7	48.1	54.4	43.5	61.4	50.8	60.1	45.0	61.4	65.2	66.2
Eggs, storage	do	40.0	39.8	43.9	35.8	40.5	42.0	46.3	40.0	38.8	44.8	47.4
Bread	Pound	7.1	8.0	8.0	5.1	8.5	8.5	8.5	6.2	10.1	10.3	10.3
Flour	do	4.5	5.2	5.4	3.2	4.4	5.3	5.4	3.7	5.4	5.7	5.8
Corn meal	do	4.0	5.0	4.7	2.6	3.5	4.6	4.5	2.9	4.0	4.1	4.3
Rolled oats	do	8.7	9.2	9.2		7.6	7.8	7.6		9.4	9.2	9.2
Corn flakes	8-oz. pkg	9.7	10.6	11.0		8.8	10.4	10.4		9.7	10.7	10.9
Wheat cereal	28-oz. pkg	23.9	24.4	24.4		24.0	24.9	24.9		24.7	24.8	25.1
Macaroni	Pound	19.6	19.3	19.4		18.6	19.1	19.1		19.2	19.7	20.2
Rice	do	7.9	9.6	9.5	9.2	10.3	10.8	10.7	6.8	9.3	9.5	9.6
Beans, navy	do	10.5	10.9	11.1		9.8	9.5	9.3		11.2	10.6	10.6
Potatoes	do	3.7	4.1	4.0	1.7	1.7	1.8	1.7	2.5	3.5	3.3	3.1
Onions	do	6.3	6.5	6.3		6.1	5.3	4.7		7.2	7.1	6.9
Cabbage	do	4.9	5.4	5.3		3.9	3.6	3.5		5.2	4.8	4.7
Beans, baked	No. 2 can	13.3	13.1	13.4		13.2	12.9	12.8		12.2	11.1	11.1
Corn, canned	do	13.9	16.0	17.1		13.6	14.9	16.2		15.9	18.7	18.8
Peas, canned	do	17.3	17.9	17.5		16.0	16.3	16.5		17.2	18.7	19.0
Tomatoes, canned	do	11.8	13.2	13.5		14.2	14.5	14.4		11.1	12.2	12.0
Sugar, granulated	Pound	10.0	8.5	8.7	5.7	10.4	9.0	9.0	5.9	10.7	8.9	8.9
Tea	do	71.6	73.2	73.2	60.0	77.6	79.5	79.5	60.0	58.5	91.2	93.9
Coffee	do	32.9	42.0	45.9	30.0	38.5	46.2	49.1	34.5	39.3	47.0	49.1
Prunes	do	18.0	18.2	16.8		18.9	19.7	19.3		18.9	16.9	17.7
Raisins	do	16.8	15.7	15.4		17.6	16.7	15.6		18.2	16.5	16.1
Bananas	Dozen	30.5	30.0	31.0		31.1	30.4	30.8		33.3	35.0	32.0
Oranges	do	42.6	41.1	43.2		48.6	45.1	42.7		31.7	47.5	30.6

¹ The steak for which prices are here quoted is called "sirloin" in this city, but in most of the other cities included in this report it would be known as "porterhouse" steak.

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⁴ Per pound.

TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL ARTI

Article	Unit	Memphis, Tenn.				Milwaukee, Wis.				Minneapolis, Minn.			
		Nov. 15—		Oct. 15, 1924	Nov. 15, 1924	Nov. 15—		Oct. 15, 1924	Nov. 15, 1924	Nov. 15—		Oct. 15, 1924	Nov. 15, 1924
		1913	1923			1913	1923			1913	1923		
Sirloin steak	Pound	Cts. 24.0	Cts. 33.2	Cts. 32.5	Cts. 32.5	Cts. 23.6	Cts. 37.1	Cts. 38.0	Cts. 36.7	Cts. 20.0	Cts. 27.8	Cts. 30.3	Cts. 28.3
Round steak	do	20.0	28.4	28.6	28.6	21.6	32.1	32.6	31.7	18.7	24.9	26.6	25.0
Rib roast	do	21.0	24.4	24.3	24.3	18.4	26.8	27.4	27.3	17.7	22.6	24.0	22.2
Chuck roast	do	15.0	18.1	17.9	17.7	16.2	21.7	22.4	22.3	15.3	17.8	18.3	17.2
Plate beef	do	12.5	13.7	13.5	13.5	12.1	13.2	12.8	12.8	10.1	10.1	9.9	9.9
Pork chops	do	20.5	25.0	31.3	26.2	19.6	25.7	37.3	27.4	18.0	25.5	36.0	27.6
Bacon, sliced	do	30.0	35.6	37.9	37.3	27.8	40.2	39.9	39.4	27.7	39.7	41.9	42.5
Ham, sliced	do	29.0	42.5	45.3	45.4	28.2	44.0	45.1	45.9	30.0	45.0	46.9	47.2
Lamb, leg of	do	20.6	34.5	34.8	36.8	19.0	35.1	34.8	34.0	14.6	31.8	31.3	31.4
Hens	do	19.5	28.3	30.2	30.5	17.2	26.7	31.5	29.5	16.4	25.2	30.5	30.1
Salmon, canned, red	do	—	36.8	35.5	38.3	—	34.8	33.2	34.7	—	37.7	36.8	36.6
Milk, fresh	Quart.	10.0	15.0	15.0	15.0	7.0	11.0	10.0	10.0	8.0	12.0	11.0	11.0
Milk, evaporated	15-16 oz. can	—	12.8	11.2	11.2	—	11.7	10.9	10.8	—	12.6	11.2	11.2
Butter	Pound	38.8	57.4	45.4	45.5	36.6	58.6	44.1	45.8	36.3	55.2	42.1	44.1
Oleomargarine	do	—	29.3	26.0	—	—	27.9	28.8	29.5	—	28.3	28.0	28.6
Nut margarine	do	—	24.8	24.4	24.4	—	37.4	26.8	27.9	—	26.0	26.7	27.2
Cheese	do	22.0	35.9	30.6	29.8	22.3	37.2	32.8	31.8	21.3	35.9	32.4	31.7
Lard	do	15.6	18.2	20.4	20.1	16.0	19.2	21.8	22.5	15.6	18.3	20.9	22.1
Vegetable lard substitute	do	—	23.6	24.2	24.3	—	24.6	26.0	26.1	—	25.5	27.3	27.4
Eggs, strictly fresh	Dozen	38.0	50.0	46.6	53.0	45.0	60.4	50.2	61.1	41.6	50.3	47.9	55.1
Eggs, storage	do	30.0	41.2	—	45.0	33.0	38.6	38.7	43.6	31.6	40.2	40.3	44.8
Bread	Pound	6.0	9.1	8.9	9.1	5.7	8.8	9.2	9.2	5.6	9.0	8.9	8.9
Flour	do	3.5	5.1	5.7	5.8	3.1	4.2	4.6	4.9	2.8	4.2	5.1	5.2
Corn meal	do	2.5	3.5	4.2	4.3	3.3	4.3	4.8	5.2	2.5	4.1	4.6	4.8
Rolled oats	do	—	9.3	9.2	9.2	—	7.4	8.2	8.3	—	8.6	8.4	8.3
Corn flakes	8-oz. pkg	—	10.2	10.5	10.8	—	9.2	9.8	9.8	—	10.1	10.4	10.8
Wheat cereal	28-oz. pkg	—	24.3	23.7	23.7	—	24.4	24.1	23.9	—	24.1	24.0	23.9
Macaroni	Pound	—	18.0	17.9	17.8	—	17.5	17.6	17.5	—	17.6	17.3	17.4
Rice	do	8.1	8.1	9.5	9.5	9.0	10.3	10.8	10.8	8.6	9.7	10.5	10.7
Beans, navy	do	—	10.1	9.8	9.8	—	10.1	9.3	9.3	—	9.8	9.4	9.5
Potatoes	do	2.0	3.3	3.0	2.9	1.7	2.0	1.8	1.7	1.6	1.5	1.4	1.3
Onions	do	—	5.1	4.7	4.7	—	6.3	4.7	4.5	—	5.9	5.3	4.9
Cabbage	do	—	3.1	3.7	3.4	—	2.4	3.4	3.0	—	3.4	2.1	2.2
Beans, baked	No. 2 can	—	12.9	12.4	12.4	—	11.8	11.6	11.7	—	14.1	13.6	13.6
Corn, canned	do	—	15.0	14.8	15.9	—	15.4	16.3	16.6	—	13.9	14.4	15.3
Peas, canned	do	—	17.5	17.8	18.8	—	15.5	16.9	17.0	—	16.1	16.9	16.7
Tomatoes, canned	do	—	12.7	12.9	12.6	—	14.0	14.2	14.3	—	14.8	14.6	14.7
Sugar, granulated	Pound	5.1	10.5	8.7	8.8	5.3	9.5	8.3	8.4	5.1	10.0	9.1	9.1
Tea	do	63.8	86.6	85.5	85.5	50.0	69.9	70.0	70.0	45.0	65.7	64.1	63.9
Coffee	do	27.5	37.7	45.3	49.2	27.5	33.9	42.2	44.7	30.8	42.2	48.1	50.5
Prunes	do	—	17.8	17.1	16.9	—	18.3	18.0	18.5	—	18.8	17.4	17.3
Raisins	do	—	17.1	15.2	15.2	—	16.2	14.8	14.7	—	17.2	15.4	15.4
Bananas	Dozen	—	35.0	33.8	33.3	—	12.3	9.9	11.2	—	12.4	11.3	13.4
Oranges	do	—	38.7	50.4	42.4	—	56.0	50.7	54.3	—	53.2	64.0	57.6

¹ Whole.² No. 3 can.

CITIES OF FOOD IN 51 CITIES ON SPECIFIED DATES—Continued

Mobile, Ala.			Newark, N. J.				New Haven, Conn.				New Orleans, La.				New York, N. Y.			
Nov. 15, 1923	Oct. 15, 1924	Nov. 15, 1924	Nov. 15—		Oct. 15, 1924	Nov. 15, 1924	Nov. 15—		Oct. 15, 1924	Nov. 15, 1924	Nov. 15—		Oct. 15, 1924	Nov. 15, 1924	Nov. 15—		Oct. 15, 1924	Nov. 15, 1924
			1913	1923			1913	1923			1913	1923			1913	1923		
Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
32.7	30.3	30.3	27.4	45.4	46.4	45.1	32.2	53.2	52.0	51.1	21.5	30.2	32.9	32.0	25.9	42.6	43.6	42.9
31.5	29.3	29.3	27.3	43.4	43.2	42.5	29.6	43.4	43.0	42.7	19.0	27.3	28.8	28.4	25.4	41.2	41.6	41.0
24.5	24.7	24.7	21.3	35.1	35.2	35.2	23.8	36.4	34.5	34.5	18.0	27.2	28.5	28.1	21.3	36.5	37.1	36.6
19.8	19.5	19.5	17.8	25.1	24.2	24.2	19.6	27.3	25.5	25.3	14.9	19.3	20.8	19.2	16.0	23.0	23.1	22.8
15.0	15.7	15.6	12.4	13.0	12.8	12.7	---	14.4	14.4	14.4	11.9	16.0	16.5	16.7	14.5	18.4	18.6	18.5
35.4	37.5	36.5	23.7	30.3	39.7	32.0	23.0	28.9	40.6	30.3	24.5	30.1	36.8	30.7	22.6	31.6	33.7	33.9
38.8	38.9	38.6	25.3	38.5	39.9	39.7	28.8	39.2	39.6	39.6	30.5	38.9	39.1	38.7	25.6	37.0	38.4	39.0
43.3	44.7	43.8	19.8	27.6	28.1	27.3	32.4	53.6	53.4	52.5	26.0	41.3	46.6	44.9	27.8	50.6	51.6	52.1
35.0	36.9	36.9	19.7	37.5	36.3	36.2	19.8	38.1	36.9	36.8	20.5	38.9	38.7	35.7	15.1	35.3	34.4	34.8
34.4	34.3	34.3	22.0	36.6	38.2	37.8	23.8	39.6	40.0	39.5	20.5	34.7	34.4	34.0	21.1	35.0	38.3	37.9
28.2	28.8	29.0	---	28.3	28.1	26.8	---	34.5	31.5	30.5	---	41.5	39.2	38.4	---	29.8	29.0	29.2
20.0	20.0	20.0	9.0	16.5	15.5	16.0	9.0	16.0	16.0	16.0	9.8	15.0	14.0	14.0	9.0	15.0	14.0	15.0
12.8	11.2	11.2	---	11.9	10.6	10.5	---	12.4	11.6	11.6	---	12.3	10.4	10.4	---	11.7	10.5	10.3
60.2	49.6	49.0	42.7	61.5	50.0	51.6	36.3	55.9	47.6	47.6	38.1	57.3	47.8	48.3	39.9	60.4	48.3	50.1
30.8	32.8	32.0	---	30.0	32.4	32.5	---	32.0	33.5	32.8	---	30.6	32.7	33.0	---	30.0	31.4	31.7
29.5	33.4	30.1	---	27.3	29.7	29.6	---	29.0	30.7	31.2	---	28.6	29.6	29.6	---	27.6	28.5	28.8
37.8	34.1	33.8	24.8	40.8	37.8	38.1	23.5	37.4	36.6	36.7	21.9	36.3	32.4	32.9	20.2	39.3	36.3	36.4
18.4	20.9	22.5	16.3	18.9	21.1	22.9	15.7	18.8	21.3	22.2	15.0	17.9	20.4	21.8	16.2	19.3	21.3	23.3
20.3	21.2	21.2	---	24.8	25.2	25.1	---	23.3	25.3	24.8	---	21.8	22.5	22.2	---	25.0	25.8	25.9
51.4	52.5	56.3	67.0	81.5	74.0	82.0	59.7	89.0	76.2	86.4	41.3	44.4	45.3	53.9	56.1	82.2	72.6	80.1
41.4	44.3	49.8	36.8	45.8	47.7	51.4	33.0	46.9	48.4	51.3	30.0	37.1	41.2	43.5	37.3	42.5	46.6	49.1
8.7	9.2	9.2	5.6	8.5	8.7	8.7	6.0	8.0	8.1	8.3	4.8	7.6	8.2	8.2	6.0	9.6	9.5	9.5
4.9	5.7	5.8	3.6	4.6	5.4	5.4	3.2	4.5	5.4	5.4	3.7	5.4	6.2	6.2	3.2	4.5	5.4	5.5
4.1	4.4	4.6	3.6	6.6	6.5	6.7	3.2	6.2	6.2	6.3	2.8	3.9	4.5	4.5	3.5	5.5	6.2	6.2
8.9	8.6	8.5	---	8.1	8.1	8.2	---	8.8	9.0	9.1	---	8.4	9.1	9.2	---	8.2	8.7	8.7
9.1	11.4	11.1	---	8.9	9.0	9.4	---	9.5	9.9	10.4	---	9.4	10.2	10.5	---	8.7	9.6	10.0
23.4	24.1	23.7	---	23.3	23.0	23.2	---	23.4	23.7	23.6	---	24.0	24.0	23.7	---	22.7	22.7	22.7
19.2	20.1	20.1	---	20.9	20.6	20.9	---	22.3	22.5	22.6	---	9.0	8.9	8.9	---	20.0	20.3	20.5
8.5	9.6	9.7	9.0	9.7	9.9	9.9	9.3	10.0	10.6	10.9	7.5	9.1	9.5	9.3	8.0	9.5	10.1	10.0
10.4	10.3	10.6	---	10.7	10.1	10.1	---	10.4	9.6	9.6	---	10.0	9.8	9.8	---	11.8	10.5	10.6
3.0	3.3	3.0	2.7	3.2	2.4	2.3	1.8	2.9	2.2	2.1	2.2	3.2	3.1	2.9	2.3	3.4	2.7	2.7
5.9	5.4	4.9	---	6.5	5.0	5.0	---	6.7	5.5	5.4	---	5.2	4.9	4.9	---	6.4	4.8	4.6
4.4	4.7	4.5	---	4.6	4.1	4.0	---	5.3	3.8	3.9	---	4.0	3.8	3.6	---	4.4	3.4	3.3
12.0	11.5	11.6	---	11.1	11.3	11.3	---	12.2	12.1	12.1	---	12.6	12.2	12.2	---	12.0	11.6	11.6
14.9	16.6	17.2	---	14.4	15.5	15.5	---	18.2	17.9	17.8	---	13.4	15.3	16.2	---	15.4	15.9	16.5
15.5	16.7	16.8	---	17.4	18.1	18.7	---	20.5	20.2	20.1	---	17.6	17.1	17.4	---	17.3	17.6	17.7
11.8	12.5	12.5	---	12.0	11.9	12.1	---	22.1	21.6	22.2	---	11.7	12.1	12.8	---	11.3	12.8	13.1
10.3	9.0	8.9	5.2	10.0	8.3	8.4	5.2	10.3	8.5	8.9	5.1	9.7	8.0	8.1	4.9	9.7	8.1	8.2
76.7	81.0	80.2	53.8	54.9	57.2	57.6	55.0	57.2	59.9	59.7	62.1	60.5	80.3	81.2	43.3	58.1	61.5	62.4
38.0	45.1	48.1	29.3	36.2	43.3	46.2	33.8	40.4	48.1	50.6	25.7	31.0	40.2	43.8	27.2	34.8	43.8	45.8
18.0	17.8	17.0	---	16.4	15.4	16.1	---	17.5	16.7	16.8	---	19.4	17.6	18.5	---	16.0	16.3	16.1
16.7	15.9	16.4	---	15.3	14.0	14.0	---	15.4	14.7	14.8	---	16.0	15.0	14.8	---	15.4	15.1	14.9
29.4	27.5	27.5	---	38.5	36.7	36.3	---	33.5	33.6	33.9	---	26.0	21.0	20.0	---	42.4	38.3	39.0
36.5	41.7	35.7	---	59.3	60.1	52.8	---	48.5	50.0	50.5	---	39.0	46.7	41.5	---	61.3	61.3	56.9

¹ Per pound.

TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL ARTI

Article	Unit	Norfolk, Va.			Omaha, Nebr.				Peoria, Ill.		
		Nov.	Oct.	Nov.	Nov. 15—		Oct.	Nov.	Nov.	Oct.	Nov.
		15, 1923	15, 1924	15, 1924	1913	1923	15, 1924	15, 1924	15, 1923	15, 1924	15, 1924
Sirloin steak	Pound	Cts. 40.6	Cts. 42.0	Cts. 39.2	Cts. 25.9	Cts. 35.7	Cts. 37.6	Cts. 36.1	Cts. 31.9	Cts. 34.2	Cts. 33.7
Round steak	do	33.8	34.4	33.3	23.1	32.1	33.5	31.9	29.6	32.1	31.2
Rib roast	do	32.4	33.0	31.6	20.0	25.6	25.8	25.1	22.6	22.6	22.5
Chuck roast	do	21.1	21.4	21.4	17.0	20.5	20.4	20.4	18.8	20.1	19.7
Plate beef	do	14.5	14.5	14.9	11.1	11.2	10.6	10.8	12.4	12.7	12.6
Pork chops	do	28.5	32.0	29.6	21.1	25.1	39.2	31.7	25.9	36.5	28.4
Bacon, sliced	do	34.2	33.7	34.8	28.8	44.4	42.1	42.4	40.4	42.5	41.8
Ham, sliced	do	41.2	40.8	40.6	31.3	48.2	48.3	47.8	45.4	47.7	46.2
Lamb, leg of	do	39.2	36.4	36.4	16.7	35.6	39.1	36.6	35.6	35.6	36.4
Hens	do	36.0	33.7	33.8	16.3	27.6	30.0	28.9	28.1	30.0	31.5
Salmon, canned, red	do	28.6	29.2	31.0	---	33.4	32.6	32.9	32.2	32.0	32.0
Milk, fresh	Quart	17.0	17.0	17.0	8.7	12.3	11.5	12.1	11.6	12.0	12.0
Milk, evaporated	15-16 oz. can	11.7	10.6	10.6	---	12.1	11.1	11.1	12.0	11.3	11.3
Butter	Pound	57.3	49.9	50.4	37.0	53.9	43.4	44.5	57.3	43.5	46.5
Oleomargarine	do	28.3	31.5	32.0	---	29.2	31.3	31.3	29.9	31.4	31.7
Nut margarine	do	26.8	26.3	26.3	---	28.4	29.1	29.2	28.1	29.3	30.3
Cheese	do	33.9	32.2	31.8	23.3	36.5	33.7	32.8	37.6	33.7	33.8
Lard	do	17.9	20.8	21.1	17.7	19.7	24.2	24.4	19.1	22.3	22.6
Vegetable lard substitute	do	18.4	20.6	22.0	---	24.5	27.2	27.4	27.7	27.5	27.2
Eggs, strictly fresh	Dozen	55.7	53.3	66.0	43.3	48.8	42.0	50.1	50.0	47.5	56.8
Eggs, storage	do	44.8	44.0	47.7	30.0	40.0	---	43.9	40.8	41.0	42.6
Bread	Pound	7.9	8.0	8.1	5.2	9.8	9.4	9.4	8.8	8.6	8.6
Flour	do	4.4	5.2	5.4	2.7	3.8	4.5	4.6	4.5	5.2	5.3
Corn meal	do	4.2	4.7	4.6	2.7	4.0	4.9	4.9	4.1	4.9	4.9
Roll'd oats	do	8.1	7.8	7.9	---	10.2	10.2	10.3	9.4	9.0	8.8
Corn flakes	8-oz. pkg	9.3	10.0	10.3	---	10.2	11.9	12.1	9.9	11.5	11.4
Wheat cereal	28-oz. pkg	23.6	23.6	24.3	---	23.9	24.6	24.8	26.3	25.4	25.4
Macaroni	Pound	20.4	19.7	20.1	---	19.8	20.9	21.0	19.8	19.5	19.4
Rice	do	10.1	11.3	11.0	8.5	9.1	9.8	10.1	9.4	10.4	10.6
Beans, navy	do	10.1	9.8	9.8	---	10.8	10.2	10.1	10.3	9.6	9.6
Potatoes	do	2.5	2.7	2.5	1.8	1.9	1.7	1.7	1.9	1.9	1.8
Onions	do	6.4	5.4	5.0	---	5.8	4.9	5.1	6.7	6.2	5.8
Cabbage	do	4.5	3.8	3.4	---	3.4	3.2	3.4	3.5	3.3	3.3
Beans, baked	No. 2 can	9.8	9.9	9.9	---	15.1	14.8	14.8	12.6	12.5	12.4
Corn, canned	do	15.7	15.6	15.3	---	16.7	16.2	16.4	14.5	14.3	14.3
Peas, canned	do	18.5	19.2	19.2	---	17.2	16.8	17.0	17.7	18.6	18.6
Tomatoes, canned	do	10.9	12.8	12.6	---	14.3	15.0	14.9	14.1	15.3	15.6
Sugar, granulated	Pound	9.5	8.0	8.3	5.7	9.7	9.2	9.1	10.8	9.5	9.5
Tea	do	51.4	83.7	83.7	56.0	75.1	77.4	77.4	61.4	61.8	61.8
Coffee	do	37.1	43.9	47.4	30.0	40.8	48.3	52.1	36.9	45.8	49.8
Prunes	do	17.7	14.8	15.9	---	18.4	17.7	17.5	20.4	19.7	19.4
Raisins	do	15.6	14.3	13.7	---	18.8	17.1	16.5	17.8	15.9	15.4
Bananas	Dozen	35.4	34.3	34.3	---	12.7	11.6	13.5	12.2	12.7	13.1
Oranges	do	42.1	52.9	45.0	---	45.9	40.3	46.0	50.2	45.9	48.1

¹ The steak for which prices are here quoted is called "sirloin" in this city, but in most of the other cities included in this report it would be known as "porterhouse" steak.

RETAIL PRICES OF FOOD

37

LES OF FOOD IN 51 CITIES ON SPECIFIED DATES—Continued

Philadelphia, Pa.				Pittsburgh, Pa.				Portland, Me.			Portland, Oreg.				Providence, R. I.				
Nov. 15—		Oct. 15, 1924		Nov. 15, 1924		Nov. 15, 1924		Nov. 15, 1924		Nov. 15, 1924		Nov. 15, 1924		Oct. 15, 1924		Nov. 15, 1924		Nov. 15, 1924	
1913	1923			1913	1923			1913	1923		1913	1923			1913	1923			
Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
40.5	48.8	150.8	150.0	27.3	43.2	45.6	44.3	57.6	159.5	57.4	22.9	27.5	28.3	27.9	39.8	70.4	68.3	168.1	
25.7	38.1	33.3	37.8	24.0	35.3	37.2	36.4	43.8	45.6	43.3	21.0	24.5	24.7	24.6	31.0	49.5	47.3	46.8	
21.5	32.8	33.6	33.3	21.7	32.2	33.0	32.9	28.7	29.6	28.3	19.1	23.8	23.3	23.1	24.2	37.8	36.7	37.1	
18.0	20.7	21.4	21.5	17.3	22.1	23.2	22.9	19.7	20.1	19.6	16.7	15.9	15.8	15.7	18.8	27.7	27.4	27.5	
12.0	10.2	11.2	11.0	12.8	11.4	11.2	11.4	15.8	15.4	14.9	13.5	11.4	10.9	11.1		17.4	18.2	18.7	
22.5	31.5	40.8	34.5	22.5	28.5	39.6	33.0	30.4	39.9	32.3	21.4	30.7	32.5	31.0	22.0	31.5	44.4	35.4	
26.9	35.2	36.5	37.0	30.4	40.0	43.0	42.8	36.7	37.9	37.9	30.3	44.7	44.5	44.5	22.8	37.1	36.7	36.7	
30.4	50.9	52.7	52.6	29.8	53.0	53.9	53.6	45.6	48.5	47.5	30.0	46.8	48.5	48.8	32.7	52.9	53.7	53.7	
38.0	39.0	37.9	37.3	20.3	37.2	39.2	37.8	36.1	33.9	34.5	17.5	32.5	31.7	32.2	18.7	40.3	38.2	37.8	
23.1	37.6	38.4	37.7	23.8	40.0	39.6	39.7	30.9	30.4	38.5	20.3	31.2	30.1	30.1	25.0	40.6	41.3	41.6	
	26.4	27.6	28.5		29.1	28.2	28.6	28.1	28.3	28.8		35.0	38.5	37.5		30.8	30.6	30.9	
	8.0	12.0	12.3	9.2	15.0	14.0	14.0	14.0	14.0	14.0	9.7	13.0	11.7	11.7	9.0	16.0	14.8	14.8	
	12.3	11.3	11.3		11.9	10.4	10.6	13.7	12.1	12.1		11.9	10.8	10.4		12.6	11.8	11.2	
	4.3	63.1	52.4	40.4	62.7	49.0	51.6	60.3	51.8	51.3	40.4	55.9	48.6	46.8	38.4	55.4	47.4	47.3	
	29.9	31.9	32.3		30.0	31.0	31.4	30.7	31.1	31.1		30.0	29.2	29.2		28.1	29.5	29.9	
	27.8	29.3	30.5		27.5	28.4	28.8	27.8	28.0	28.0		29.6	30.0	30.1		29.2	29.5	29.4	
	23.0	38.5	37.2	24.5	39.4	36.7	37.4	40.3	36.3	35.8	20.8	39.3	37.3	36.2	22.0	36.4	34.2	35.0	
	15.5	18.2	20.8	15.7	18.4	20.6	21.5	19.2	21.7	21.8	17.8	20.1	20.3	23.2	15.8	18.8	21.6	22.1	
	24.1	25.6	25.3		24.2	25.4	25.7	23.3	23.6	23.7		26.3	28.9	28.9		25.0	26.2	26.8	
	30.8	74.3	61.4	46.3	70.2	59.8	60.2	86.4	68.6	84.4	55.0	60.7	59.7	63.0	63.0	91.5	78.8	90.3	
	47.7	42.5	43.9	46.6	33.4	41.8	44.6	47.5	46.5	47.3	50.9	37.5	44.9	45.6	46.7	36.8	44.0	46.0	49.4
	4.8	8.4	8.5	8.6	5.4	8.5	8.5	8.5	9.3	9.3	5.5	9.2	9.6	9.6	6.1	8.8	8.8	8.8	
	3.2	4.6	5.2	5.3	3.2	4.4	5.2	5.3	4.5	5.4	5.5	2.9	4.1	4.9	5.1	2.9	5.0	5.9	5.9
	2.9	4.0	4.7	5.0	3.0	4.9	5.4	5.5	4.7	5.2	5.1	3.5	3.9	5.1	5.1	3.1	4.3	4.8	5.0
		8.3	8.3	8.2		8.8	9.2	9.1	6.9	7.3	7.8		9.4	10.2	10.2		9.3	9.2	9.2
		8.9	9.7	9.9		9.5	10.0	10.2	9.7	10.9	11.3		11.4	11.4	11.4		9.8	10.9	10.7
		23.8	23.5	23.4		24.9	24.1	24.2	24.6	24.8	24.6		26.2	26.1	26.1		23.8	24.1	24.2
		20.4	20.4	20.4		21.6	21.7	22.4	23.0	24.5	24.6		18.2	17.3	17.4		23.2	23.2	23.3
		9.8	10.5	11.0	9.2	10.3	10.9	10.9	10.6	11.0	11.1	8.6	10.0	10.7	10.8	9.3	9.4	10.3	10.3
		11.0	10.1	10.1		10.3	9.3	9.6	10.4	10.1	10.4		10.0	10.2	10.2		10.6	10.1	10.1
		2.3	3.4	2.6	2.0	2.8	2.3	2.2	2.4	1.8	1.7	1.2	2.2	2.4	2.2	1.7	2.6	2.1	2.0
			5.7	4.3	4.2	6.4	5.4	5.4	6.1	4.8	4.9		4.8	4.5	4.4		6.3	4.7	4.7
			3.8	3.5	3.4	4.4	3.9	3.7	3.2	2.6	2.3		2.8	3.8	3.2		4.2	3.7	3.5
			11.2	11.0	11.0	12.6	12.5	12.5	15.7	15.3	15.1		15.0	14.6	14.6		12.2	12.0	12.2
			14.4	13.0	15.3	15.7	15.6	16.7	16.3	17.6	17.4		18.2	19.6	19.7		16.8	17.9	17.9
			10.8	16.4	16.4	17.3	18.1	18.3	20.5	20.3	20.4		18.8	18.8	19.9		19.8	20.2	20.1
			12.0	12.4	12.5	12.7	13.6	13.9	22.3	23.5	23.4		16.6	16.4	16.8		13.8	13.3	13.6
			5.0	9.6	7.8	10.3	9.0	9.0	10.3	8.7	8.7	6.1	10.4	9.5	9.5	5.0	10.1	8.5	8.6
			54.0	59.6	61.7	75.8	78.5	78.6	58.5	60.2	60.2	55.0	69.9	75.4	75.4	48.3	60.2	58.0	59.2
			24.5	31.5	39.3	38.4	46.4	48.0	41.3	50.3	53.6	35.0	38.8	49.8	51.8	30.0	41.6	49.8	53.5
			15.6	15.9	15.9	19.7	19.2	19.1	17.6	16.1	16.0		11.3	10.4	10.5		18.7	17.4	17.6
			15.2	14.1	13.9	10.2	14.4	14.3	15.3	13.7	13.6		14.9	13.9	13.4		15.8	14.9	14.5
			35.3	30.8	31.9	45.9	39.0	41.8	12.1	10.5	10.9		16.7	15.8	16.6		37.6	34.0	33.3
			48.9	50.1	47.3	55.5	52.2	50.2	49.7	53.5	54.0		50.8	47.3	49.6		50.2	61.8	66.1

* No. 3 can.

* No. 2 can.

* Per pound.

TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL ARTI

Article	Unit	Richmond, Va.				Rochester, N. Y.			St. Louis, Mo.			
		Nov. 15—		Oct. 15, 1924	Nov. 15, 1924	Nov. 15, 1923	Oct. 15, 1924	Nov. 15, 1924	Nov. 15—		Oct. 15, 1924	Nov. 15, 1924
		1913	1923						1913	1923		
Sirloin steak.....	Pound.....	22.2	39.3	39.6	39.1	39.5	40.0	39.4	26.6	35.0	Cts. 36.1	Cts. 35.4
Round steak.....	do.....	20.0	34.3	33.8	34.3	33.1	33.7	32.8	23.6	32.3	33.6	33.0
Rib roast.....	do.....	18.9	29.8	30.1	30.3	29.0	29.5	29.4	20.1	28.5	28.8	28.6
Chuck roast.....	do.....	15.9	22.0	22.0	21.5	23.0	23.7	23.2	16.0	18.8	19.6	19.2
Plate beef.....	do.....	13.2	15.2	15.2	15.0	12.2	12.6	12.2	12.4	12.8	13.0	13.2
Pork chops.....	do.....	21.2	29.4	37.7	32.6	32.8	41.4	36.0	17.8	24.2	34.8	28.2
Bacon, sliced.....	do.....	27.2	33.4	35.6	35.1	34.0	36.2	36.5	25.8	38.8	39.1	38.8
Ham, sliced.....	do.....	25.0	39.4	39.5	39.4	45.8	46.8	46.2	27.3	43.6	44.2	44.6
Lamb, leg of.....	do.....	19.3	42.1	44.2	43.3	35.8	36.7	35.5	18.3	34.2	35.5	34.7
Hens.....	do.....	19.5	33.5	33.3	32.9	37.3	39.2	38.8	16.5	29.4	31.3	31.1
Salmon, canned, red.....	do.....	32.0	32.8	35.5	28.6	30.1	30.1	30.1	32.7	33.0	33.0	33.0
Milk, fresh.....	Quart.....	10.0	15.0	14.0	14.0	14.0	12.5	13.5	8.8	13.0	13.0	13.0
Milk, evaporated.....	15-16 oz. can.....	13.6	12.5	12.6	12.1	11.6	11.6	11.6	11.3	9.8	9.8	9.8
Butter.....	Pound.....	41.2	62.9	53.1	53.2	58.8	48.5	48.5	38.1	62.7	48.6	49.1
Oleomargarine.....	do.....	29.6	30.8	31.8	31.6	31.8	31.8	31.8	28.5	28.5	28.5	28.5
Nut margarine.....	do.....	30.0	30.2	30.8	28.8	28.8	28.8	28.8	25.2	26.3	26.7	26.7
Cheese.....	do.....	22.8	37.5	35.5	35.6	37.4	35.5	35.5	20.3	36.7	32.4	32.3
Lard.....	do.....	15.4	19.1	21.3	22.1	18.3	21.7	22.8	12.9	15.8	19.2	18.5
Vegetable lard substitute.....	do.....	23.8	26.0	25.5	20.5	23.7	24.4	24.4	23.8	25.9	26.1	26.1
Eggs, strictly fresh.....	Dozen.....	40.0	58.5	50.1	60.2	71.5	61.4	75.9	38.9	59.0	48.4	50.1
Eggs, storage.....	do.....	33.0	42.6	42.0	47.8	42.0	44.4	48.9	32.5	39.6	38.4	41.1
Bread.....	Pound.....	5.3	8.6	8.7	8.8	8.0	8.3	8.3	5.6	8.9	9.1	9.1
Flour.....	do.....	3.2	4.6	5.5	5.5	4.5	5.4	5.5	2.9	4.2	4.9	5.3
Corn meal.....	do.....	2.3	4.5	4.9	5.0	4.8	5.5	5.7	2.5	4.0	4.6	4.6
Rollod oats.....	do.....	9.3	9.2	9.4	8.4	8.4	8.4	8.3	8.5	8.5	8.4	8.4
Corn flakes.....	8-oz. pkg.....	9.6	9.9	10.4	9.5	10.6	10.5	10.5	9.0	9.9	10.1	10.1
Wheat cereal.....	28-oz. pkg.....	25.3	25.4	25.3	23.5	24.0	24.0	24.0	24.1	23.7	23.7	23.7
Macaroni.....	Pound.....	21.0	20.7	20.8	18.5	19.6	19.6	19.6	20.0	20.7	21.1	21.1
Rice.....	do.....	10.0	11.1	12.2	12.4	9.7	10.2	10.6	8.1	9.3	9.9	9.9
Beans, navy.....	do.....	11.4	11.3	11.2	10.4	9.7	9.6	9.6	9.8	9.2	9.9	9.9
Potatoes.....	do.....	2.0	3.4	3.1	3.0	2.1	1.6	1.4	1.8	2.5	2.2	2.1
Onions.....	do.....	7.5	6.8	6.3	6.0	4.6	4.5	4.5	5.5	5.2	4.9	4.9
Cabbage.....	do.....	4.8	4.3	4.4	3.2	2.6	2.2	2.2	2.9	3.6	3.9	3.9
Beans, baked.....	No. 2 can.....	11.4	11.1	11.1	11.3	11.2	11.2	11.2	11.1	11.1	11.0	11.0
Corn, canned.....	do.....	15.1	15.1	15.2	16.4	17.0	17.2	17.2	15.3	16.1	16.3	16.3
Peas, canned.....	do.....	19.7	19.8	19.5	19.1	19.9	20.1	20.1	16.7	17.5	17.7	17.7
Tomatoes, canned.....	do.....	11.9	12.7	12.5	12.4	13.7	14.0	14.0	12.2	13.5	13.5	13.5
Sugar, granulated.....	Pound.....	5.4	10.3	8.4	8.6	10.0	8.3	8.3	5.1	10.0	8.6	8.8
Tea.....	do.....	56.0	80.0	84.6	89.4	62.5	64.0	64.7	55.0	68.3	69.7	71.2
Coffee.....	do.....	27.4	38.1	45.0	47.5	35.0	43.1	45.4	24.4	37.0	44.5	47.9
Prunes.....	do.....	19.4	18.9	19.2	19.3	19.6	19.0	19.0	20.9	19.9	19.3	19.3
Raisins.....	do.....	15.2	15.0	14.8	15.0	14.4	14.4	14.4	16.3	15.2	15.2	15.2
Bananas.....	Dozen.....	40.4	38.2	39.2	44.0	40.0	42.1	42.1	31.6	30.6	34.7	34.7
Oranges.....	do.....	45.9	52.2	46.8	55.0	52.8	54.3	54.3	43.0	46.4	47.8	47.8

1 No. 2½ can.

RETAIL PRICES OF FOOD

339

PRICES OF FOOD IN 51 CITIES ON SPECIFIED DATES—Continued

St. Paul, Minn.			Salt Lake City, Utah			San Francisco, Calif.			Savannah, Ga.			Scranton, Pa.		
Nov. 15—		Nov. 15, 1924	Nov. 15—		Nov. 15, 1924	Nov. 15—		Nov. 15, 1924	Nov. 15, 1924		Nov. 15, 1924	Nov. 15—		Nov. 15, 1924
1913	1923		1913	1923		1913	1923		1913	1923		1913	1923	
Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
25.0	32.7	34.6	33.6	22.4	25.9	27.5	27.7	21.0	30.6	31.0	30.3	28.8	29.7	28.7
20.8	26.9	29.3	27.8	20.0	23.0	24.7	24.1	19.7	27.7	27.9	27.6	24.2	25.0	23.3
20.0	25.5	27.8	26.1	19.0	20.3	20.9	21.0	21.3	29.6	29.3	29.0	23.6	24.5	21.7
16.0	19.9	21.4	20.9	14.5	16.3	16.9	15.9	15.5	18.3	18.2	15.0	14.4	14.4	17.6
10.8	10.9	11.8	11.5	12.5	11.2	11.3	11.1	14.3	13.9	14.2	14.3	11.8	11.2	10.9
18.8	25.4	36.7	28.7	23.4	28.9	38.3	32.5	24.2	38.5	40.5	39.5	26.7	29.0	28.9
25.3	37.7	39.9	40.4	30.0	35.9	39.1	39.1	34.4	50.6	52.7	52.2	33.7	34.5	34.2
28.3	40.8	43.3	42.8	30.0	41.7	45.7	45.3	32.0	52.9	56.1	54.8	35.0	36.4	36.1
16.1	30.0	30.7	30.1	18.0	29.6	31.3	31.1	17.0	36.8	35.4	35.2	36.3	39.4	38.0
16.4	25.0	28.8	27.7	22.6	31.2	29.3	28.4	24.8	42.5	41.2	41.8	31.8	34.2	33.6
34.4	35.7	35.6	34.4	35.6	35.9	35.9	35.9	26.6	28.1	28.3	37.1	32.6	33.0	33.0
12.0	11.0	11.0	8.7	10.0	11.5	11.5	10.0	14.0	14.0	14.0	17.5	17.3	8.8	8.8
12.5	11.9	11.9	11.1	9.9	10.0	10.0	10.0	10.9	10.0	9.8	11.3	10.2	10.3	10.3
35.0	55.1	41.8	43.2	39.2	57.0	47.2	47.8	61.2	50.6	50.2	60.5	49.4	50.7	37.1
28.9	29.6	30.2	30.2	29.5	30.2	30.2	30.2	28.2	27.3	29.3	31.2	31.4	31.7	31.7
27.0	28.3	28.3	28.3	29.5	30.2	30.2	30.2	40.0	37.5	37.4	36.1	31.9	32.1	18.3
21.0	35.3	34.0	34.1	24.2	33.0	27.9	27.4	19.9	21.8	23.2	18.3	20.1	21.0	16.5
14.8	19.4	21.3	23.0	20.0	20.2	23.4	24.6	25.9	28.3	28.0	19.9	20.1	19.5	24.4
21.6	26.3	26.1	26.1	28.6	29.6	29.5	29.5	63.6	65.5	64.5	57.9	55.6	65.1	51.3
39.6	51.4	47.2	54.3	46.7	58.3	52.2	58.4	65.0	63.6	65.5	57.9	55.6	65.1	51.3
31.2	38.2	40.5	44.5	35.0	45.0	41.3	45.4	46.9	44.4	45.5	40.0	44.0	46.1	32.5
6.0	9.4	9.3	9.3	5.9	9.8	9.8	9.9	9.2	9.0	9.2	8.5	8.6	8.6	5.6
2.9	4.4	5.2	5.2	2.4	3.3	4.1	4.5	4.8	5.4	5.6	5.2	5.9	6.0	3.6
2.5	3.8	4.8	4.9	3.3	3.9	4.7	4.9	4.7	5.3	5.3	3.5	4.0	3.9	3.9
10.0	9.6	9.3	9.3	9.2	8.9	8.9	8.9	9.3	9.3	9.4	8.7	8.7	9.0	9.0
10.0	10.0	10.5	11.2	11.1	12.0	11.7	11.7	10.4	10.9	10.8	9.1	9.9	9.8	10.1
25.0	25.0	25.0	25.0	25.3	24.5	24.4	24.4	23.0	23.7	23.7	23.6	23.5	23.6	23.6
18.7	18.6	18.6	18.6	19.5	19.6	19.6	19.6	15.0	12.7	13.0	17.6	17.5	17.8	17.8
10.0	9.6	10.5	10.3	9.0	10.3	10.3	8.5	9.3	9.7	10.1	8.4	9.0	9.1	8.5
10.5	9.3	9.5	9.5	10.4	10.9	10.9	10.9	9.7	10.0	10.1	11.6	10.5	10.4	12.3
1.4	1.5	1.3	1.2	1.9	1.7	1.8	1.9	3.2	3.0	2.9	2.8	2.7	2.7	1.8
6.3	5.1	4.6	4.6	4.2	3.6	3.6	3.6	3.9	3.7	3.9	6.7	5.6	5.4	6.1
3.0	1.6	1.7	1.7	3.0	4.1	4.1	4.1	14.2	13.6	13.5	12.1	12.0	12.4	12.2
14.2	14.0	14.0	14.0	15.5	15.2	15.2	15.2	16.8	18.6	18.9	14.9	15.4	16.5	16.0
15.0	15.2	15.9	15.9	14.3	15.4	15.6	15.6	17.3	18.8	19.0	17.8	18.0	18.3	18.4
16.7	17.6	17.0	17.0	15.5	16.4	16.8	16.8	14.3	15.7	15.7	10.6	11.2	11.5	13.2
14.0	14.6	14.7	14.7	13.4	15.0	15.0	15.0	10.2	9.0	8.8	10.2	8.4	8.3	5.6
5.1	10.2	9.1	9.2	11.0	9.8	9.5	9.5	58.1	64.5	66.4	67.6	67.2	68.2	52.5
45.0	67.1	67.5	71.3	82.8	86.9	86.9	86.9	37.9	47.4	50.1	35.4	40.5	45.0	31.3
30.0	40.4	48.0	52.0	44.8	54.2	55.7	55.7	16.5	15.9	19.0	16.1	14.3	14.9	17.8
20.1	18.2	18.1	18.1	16.5	15.8	16.3	16.3	14.3	13.8	13.3	15.2	13.8	13.6	16.4
17.4	15.8	16.3	16.3	15.7	13.9	13.4	13.4	32.9	34.5	37.0	38.3	32.0	36.5	35.0
13.4	11.5	13.3	13.3	16.3	16.7	16.8	16.8	55.7	46.5	46.8	35.3	46.1	41.2	52.6
59.1	53.8	55.4	55.4	40.0	39.7	39.1	39.1	55.7	46.5	46.8	35.3	46.1	41.2	52.6

* Per pound.

TABLE 1 shows for 51 cities the percentage of increase in the retail cost of food in November, 1924, compared with the average cost in the year 1913, in November, 1923, and in October, 1924. For 12 other cities comparisons are given for the one year and the one-month periods. These cities have been selected by the Bureau at different dates since 1913. These percentages changes are based on actual retail prices secured each month from retail dealers and on the average family consumption of these articles in each city.

For list of articles, see note 2, p. 337.
The consumption figures used from January, 1913, to November, 1923, are given in the MONTHLY LABOR REVIEW for November, 1913, pp. 94 and 95. The consumption figures which have been used for each month beginning with January, 1924, are given in the MONTHLY LABOR REVIEW for March, 1924, p. 337.

TABLE 5.—AVERAGE RETAIL PRICES OF THE PRINCIPAL ARTICLES OF FOOD IN 51 CITIES ON SPECIFIED DATES—Concluded

Article	Unit	Seattle, Wash.				Springfield, Ill.				Washington, D. C.			
		Nov. 15—		Oct. 15,	Nov. 15,	Nov. 15,	Oct. 15,	Nov. 15,	Nov. 15—	Oct. 15,	Nov. 15,	Oct. 15,	Nov. 15,
		1913	1923	1924	1924	1923	1924	1924					
		Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
Sirloin steak.....	Pound.....	23.6	30.4	31.3	30.5	31.2	33.6	33.2	26.5	44.1	44.8	43.5	43.5
Round steak.....	do.....	20.6	26.0	26.3	25.9	30.8	32.8	31.9	22.5	37.9	37.8	36.7	36.7
Rib roast.....	do.....	20.0	24.5	25.5	24.8	21.8	23.2	22.2	21.0	34.3	33.7	33.6	33.6
Chuck roast.....	do.....	15.6	16.4	16.5	16.9	19.3	19.8	19.6	17.6	24.1	24.2	24.5	24.5
Plate beef.....	do.....	12.8	12.6	13.0	12.9	12.5	12.5	12.3	12.8	12.9	12.8	13.0	13.0
Pork chops.....	do.....	24.0	32.0	34.8	33.0	25.6	33.8	28.1	21.4	30.1	39.3	35.2	35.2
Bacon, sliced.....	do.....	32.0	47.5	48.7	49.0	39.6	40.8	40.0	26.4	36.0	36.8	37.6	37.6
Ham, sliced.....	do.....	30.0	51.0	51.9	51.5	44.3	47.5	46.4	31.3	54.1	53.8	54.3	54.3
Lamb.....	do.....	18.4	32.7	33.2	31.6	35.0	39.0	39.0	19.1	41.1	39.9	39.0	39.0
Hens.....	do.....	24.2	30.1	30.5	31.1	30.9	34.4	29.9	21.8	39.1	38.9	38.2	38.2
Salmon, canned, red.....	do.....		30.4	31.1	30.9	34.4	33.6	34.0		28.3	28.0	29.1	29.1
Milk, fresh.....	Quart.....	10.0	13.0	9.0	9.8	12.5	12.5	12.5	9.0	15.0	14.0	14.0	14.0
Milk, evaporated.....	15-16 oz. can.....		11.0	10.3	10.3	12.9	11.8	11.8		12.5	11.4	11.8	11.8
Butter.....	Pound.....	40.8	56.9	49.4	47.8	59.6	46.1	47.9	40.8	62.0	50.1	50.4	50.4
Oleomargarine.....	do.....		30.3	30.3	30.3	31.1	31.7	31.9		29.8	30.4	30.4	30.4
Nut margarine.....	do.....		29.6	29.7	29.9	29.2	29.4	29.4		29.1	28.5	29.0	29.0
Cheese.....	do.....	22.8	36.4	34.5	34.5	39.2	36.7	37.3	23.5	39.3	36.9	37.2	37.2
Lard.....	do.....	16.9	19.2	21.0	23.6	18.8	22.6	22.9	15.0	18.8	21.5	23.2	23.2
Vegetable lard substitute.....	do.....		26.4	28.7	28.6	26.3	28.5	28.5		24.4	25.0	25.2	25.2
Eggs, strictly fresh.....	Dozen.....	59.2	61.7	63.4	66.0	61.2	50.0	66.0	47.9	69.6	63.1	73.6	73.6
Eggs, storage.....	do.....	37.5	46.3	50.7	50.8	39.4	37.0	45.1	35.0	44.9	46.5	51.0	51.0
Bread.....	Pound.....	5.6	9.9	9.7	9.7	9.8	10.2	10.2	5.7	9.0	8.8	8.8	8.8
Flour.....	do.....	2.9	4.2	5.0	5.2	4.7	5.3	5.4	3.8	4.8	5.6	5.8	5.8
Corn meal.....	do.....	3.2	4.3	5.0	5.1	4.9	5.5	5.5	2.6	4.1	4.9	5.0	5.0
Roller oats.....	do.....		8.4	9.3	9.2	10.1	10.6	10.6		9.2	9.3	9.1	9.1
Corn flakes.....	8-oz. pkg.....		11.6	11.7	11.7	10.3	11.4	12.3		9.5	10.0	10.4	10.4
Wheat cereal.....	28-oz. pkg.....		24.0	25.6	25.8	25.0	25.4	25.4		24.1	23.5	24.1	24.1
Macaroni.....	Pound.....		18.2	18.2	18.1	20.3	19.5	19.5		21.2	21.5	21.8	21.8
Rice.....	do.....	7.7	11.6	12.0	12.2	10.3	10.8	11.4	9.4	10.3	11.2	11.2	11.2
Beans, navy.....	do.....		10.4	10.6	10.4	10.0	9.4	9.5		10.3	8.9	9.5	9.5
Potatoes.....	do.....	1.4	2.2	2.3	2.2	2.1	2.1	1.9	1.8	2.8	2.6	2.5	2.5
Onions.....	do.....		4.8	4.6	4.6	7.0	5.8	5.3		6.8	5.6	5.2	5.2
Cabbage.....	do.....		3.2	4.5	4.0	3.6	3.6	3.5		4.7	4.3	3.7	3.7
Beans, baked.....	No. 2 can.....		18.4	14.5	14.3	13.0	12.0	11.9		11.7	11.1	11.3	11.3
Corn, canned.....	do.....		17.6	18.8	18.9	14.8	15.0	15.9		14.9	15.1	16.5	16.5
Peas, canned.....	do.....		19.2	20.7	20.5	17.4	17.6	18.1		15.4	16.6	16.7	16.7
Tomatoes, canned.....	do.....		115.8	116.8	116.8	14.5	15.0	15.5		11.6	11.3	11.9	11.9
Sugar, granulated.....	Pound.....	6.1	10.6	9.5	9.4	11.0	9.8	9.8	5.1	10.0	8.2	8.3	8.3
Tea.....	do.....	50.0	73.8	78.2	77.9	76.5	74.1	76.4	57.5	75.9	79.3	80.9	80.9
Coffee.....	do.....	28.0	39.0	47.7	51.1	38.1	44.0	46.1	28.8	34.9	42.8	46.1	46.1
Prunes.....	do.....		15.8	14.9	14.5	19.1	19.3	17.7		19.6	18.0	19.0	19.0
Raisins.....	do.....		16.5	15.7	15.2	19.0	18.8	16.0		16.0	14.8	14.7	14.7
Bananas.....	Dozen.....		115.6	115.3	115.5	113.0	111.2	113.0		39.4	37.1	37.7	37.7
Oranges.....	do.....		51.6	49.4	51.0	58.8	55.0	56.0		46.8	60.9	52.0	52.0

* No. 2½ can.

* Per pound.

Comparison of Retail Food Costs in 51 Cities

TABLE 6 shows for 39 cities the percentage of increase or decrease in the retail cost of food ⁶ in November, 1924, compared with the average cost in the year 1913, in November, 1923, and in October, 1924. For 12 other cities comparisons are given for the one-year and the one-month periods. These cities have been scheduled by the bureau at different dates since 1913. These percentage changes are based on actual retail prices secured each month from retail dealers and on the average family consumption of these articles in each city.⁷

⁶ For list of articles, see note 2, p. 21.⁷ The consumption figures used from January, 1913, to December, 1920, for each article in each city is given in the MONTHLY LABOR REVIEW for November, 1918, pp. 94 and 95. The consumption figures which have been used for each month beginning with January, 1921, are given in the MONTHLY LABOR REVIEW for March, 1921, p. 26.

Effort has been made by the bureau each month to have perfect reporting cities. For the month of November 99 per cent of all the firms reporting in the 51 cities sent in a report promptly. The following were perfect reporting cities; that is, every merchant in the following-named 38 cities who is cooperating with the bureau sent in his report in time for his prices to be included in the city averages: Birmingham, Boston, Bridgeport, Buffalo, Charleston, Cincinnati, Columbus, Dallas, Detroit, Fall River, Houston, Indianapolis, Jacksonville, Kansas City, Los Angeles, Louisville, Manchester, Milwaukee, Minneapolis, Mobile, Newark, New Haven, New Orleans, New York, Norfolk, Omaha, Peoria, Pittsburgh, Portland, Me.; Providence, Richmond, Rochester, St. Louis, St. Paul, Salt Lake City, San Francisco, Scranton, and Springfield, Ill.

The following summary shows the promptness with which the merchants responded in November, 1924:

RETAIL PRICE REPORTS RECEIVED DURING NOVEMBER, 1924

Item	United States	Geographical division				
		North Atlantic	South Atlantic	North Central	South Central	Western
Percentage of reports received.....	99	99.7	97	99.5	99	98
Number of cities in each section from which every report was received.....	38	13	4	12	6	3

TABLE 6.—PERCENTAGE CHANGES IN THE RETAIL COST OF FOOD IN NOVEMBER, 1924, COMPARED WITH THE COST IN OCTOBER, 1924, NOVEMBER, 1923, AND WITH THE AVERAGE COST IN THE YEAR 1913, BY CITIES

City	Percent- age increase, Novem- ber, 1924, compared with year 1913	Percent- age decrease, Novem- ber, 1924, compared with Novem- ber, 1923	Percent- age increase, Novem- ber, 1924, compared with October, 1924	City	Percent- age increase, Novem- ber, 1924, compared with year 1913	Percent- age decrease, Novem- ber, 1924, compared with Novem- ber, 1923	Percent- age increase, Novem- ber, 1924, compared with October, 1924
Atlanta.....	48.9	1.5	0.2	Minneapolis.....	43.8	0.4	0.3
Baltimore.....	57.4	1.5	.8	Mobile.....	.....	1.4	.3
Birmingham.....	56.9	2.8	2.0	Newark.....	47.4	3.1	1.4
Boston.....	54.2	3.0	1.1	New Haven.....	50.5	3.1	.8
Bridgeport.....	.....	3.0	.9	New Orleans.....	48.5	2.9	.8
Buffalo.....	55.2	1.6	2.2	New York.....	55.8	2.4	2.3
Butte.....	.....	1.7	1.0	Norfolk.....	.....	2.5	1.8
Charleston, S. C.....	52.7	2.4	.1	Omaha.....	44.9	1.8	1.5
Chicago.....	58.1	1.8	.6	Peoria.....	.....	2.4	1.0
Cincinnati.....	44.9	3.0	.9	Philadelphia.....	51.3	2.0	2.2
Cleveland.....	40.2	.5	1.4	Pittsburgh.....	51.5	2.0	1.6
Columbus.....	.....	1.7	.6	Portland, Me.....	.....	2.5	1.6
Dallas.....	40.9	2.9	1.1	Portland, Oreg.....	38.3	1.0	.0
Denver.....	35.9	2.7	1.4	Providence.....	55.2	3.2	1.3
Detroit.....	53.8	1.6	.5	Richmond.....	59.3	1.1	1.5
Fall River.....	51.0	3.5	1.4	Rochester.....	.....	1.0	2.9
Houston.....	.....	14.9	1.7	St. Louis.....	50.6	.0	.9
Indianapolis.....	43.9	.2	.0	St. Paul.....	.....	.1	.6
Jacksonville.....	44.5	1.5	.3	Salt Lake City.....	33.6	1.5	1.4
Kansas City.....	45.2	1.2	1.1	San Francisco.....	48.9	1.6	.1
Little Rock.....	41.3	1.3	1.0	Savannah.....	.....	1.8	1.9
Los Angeles.....	43.7	2.7	1.7	Scranton.....	52.8	3.2	.7
Louisville.....	44.9	2.0	2.1	Seattle.....	40.4	3.1	.4
Manchester.....	49.2	3.8	1.2	Springfield, Ill.....	.....	1.0	1.4
Memphis.....	41.3	.0	1.0	Washington, D. C.....	59.5	1.2	1.6
Milwaukee.....	50.6	.9	.8				

1 Increase.

2 Decrease.

Retail Prices of Coal in the United States*

THE following table shows the average retail prices of coal on January 15 and July 15, 1913, November 15, 1923, and October 15 and November 15, 1924, for the United States and for each of the cities from which prices have been obtained. Prices for coal are secured from the cities from which monthly retail prices of food are received.

In addition to the prices for Pennsylvania anthracite, prices are shown for Colorado, Arkansas, and New Mexico anthracite in those cities where these coals form any considerable portion of the sales for household use.

The prices shown for bituminous coal are averages of prices of the several kinds used. The coal dealers in each city are asked to quote prices on the kinds of bituminous coal usually sold for household use.

The prices quoted are for coal delivered to consumers but do not include charges for storing the coal in cellar or coal bin where an extra handling is necessary.

AVERAGE RETAIL PRICES OF COAL PER TON OF 2,000 POUNDS, FOR HOUSEHOLD USE ON JANUARY 15 AND JULY 15, 1913, NOVEMBER 15, 1923, AND OCTOBER 15 AND NOVEMBER 15, 1924

City, and kind of coal	1913		1923	1924	
	Jan. 15	July 15	Nov. 15	Oct. 15	Nov. 15
United States:					
Pennsylvania anthracite—					
Stove	\$7.99	\$7.46	\$15.86	\$15.45	\$15.44
Chestnut	8.15	7.68	15.82	15.35	15.36
Bituminous	5.48	5.36	10.05	9.20	9.30
Atlanta, Ga.:					
Bituminous	5.88	4.83	8.25	7.27	7.33
Baltimore, Md.:					
Pennsylvania anthracite—					
Stove	1 7.70	1 7.24	1 16.75	1 16.29	1 16.23
Chestnut	1 7.93	1 7.49	1 16.50	1 15.79	1 15.75
Bituminous			8.15	7.83	7.56
Birmingham, Ala.:					
Bituminous	4.22	4.01	8.43	7.98	7.99
Boston, Mass.:					
Pennsylvania anthracite—					
Stove	8.25	7.50	16.00	16.00	16.00
Chestnut	8.25	7.75	16.00	16.00	16.00
Bridgeport, Conn.:					
Pennsylvania anthracite—					
Stove			16.50	15.50	15.50
Chestnut			16.50	15.50	15.50
Buffalo, N. Y.:					
Pennsylvania anthracite—					
Stove	6.75	6.54	13.54	13.64	13.60
Chestnut	6.99	6.80	13.54	13.51	13.48
Butte, Mont.:					
Bituminous			11.46	11.03	11.00
Charleston, S. C.:					
Pennsylvania anthracite—					
Stove	1 8.38	1 7.75	1 17.00	1 17.00	1 17.00
Chestnut	1 8.50	1 8.00	1 17.10	1 17.10	1 17.10
Bituminous	1 6.75	1 6.75	12.00	11.00	11.00
Chicago, Ill.:					
Pennsylvania anthracite—					
Stove	8.00	7.80	17.00	16.75	16.75
Chestnut	8.25	8.05	17.00	16.75	16.75
Bituminous	4.97	4.65	8.75	8.21	8.13
Cincinnati, Ohio:					
Bituminous	3.50	3.38	8.39	7.33	7.31
Cleveland, Ohio:					
Pennsylvania anthracite—					
Stove	7.50	7.25	15.48	14.69	14.73
Chestnut	7.75	7.50	15.48	14.69	14.73
Bituminous	4.14	4.14	9.54	8.09	8.10
Columbus, Ohio:					
Bituminous			7.55	6.57	6.66

* Prices of coal were formerly secured semiannually and published in the March and September issues of the MONTHLY LABOR REVIEW. Since June, 1920, these prices have been secured and published monthly.

¹ Per ton of 2,240 pounds.

VERAGE RETAIL PRICES OF COAL PER TON OF 2,000 POUNDS, FOR HOUSEHOLD USE, ON JANUARY 15 AND JULY 15, 1923, NOVEMBER 15, 1923, AND OCTOBER 15 AND NOVEMBER 15, 1924—Continued

City, and kind of coal	1913		1923	1924	
	Jan. 15	July 15	Nov. 15	Oct. 15	Nov. 15
Dallas, Tex:					
Arkansas anthracite—					
Egg.....			\$17.58	\$17.00	\$17.33
Bituminous.....	\$8.25	\$7.21	14.79	14.14	14.18
Denver, Colo.:					
Colorado anthracite—					
Furnace, 1 and 2 mixed.....	8.88	9.00	16.75	16.25	16.25
Stove, 3 and 5 mixed.....	8.50	8.50	16.75	16.25	16.33
Bituminous.....	5.25	4.88	10.68	9.49	9.47
Detroit, Mich.:					
Pennsylvania anthracite—					
Stove.....	8.00	7.45	16.75	15.63	15.63
Chestnut.....	8.25	7.65	16.75	15.50	15.50
Bituminous.....	5.20	5.20	9.91	9.21	9.25
Fall River, Mass.:					
Pennsylvania anthracite—					
Stove.....	8.25	7.43	16.17	15.83	15.83
Chestnut.....	8.25	7.61	16.08	15.83	16.83
Houston, Tex.:					
Bituminous.....			13.17	11.83	12.17
Indianapolis, Ind.:					
Pennsylvania anthracite—					
Stove.....	8.95	8.00	16.75	16.50	16.50
Chestnut.....	9.15	8.25	16.75	16.50	16.50
Bituminous.....	3.81	3.70	7.48	7.18	7.24
Jacksonville, Fla.:					
Bituminous.....	7.50	7.00	13.00	12.00	12.00
Kansas City, Mo.:					
Arkansas anthracite—					
Furnace.....			16.29	15.04	15.00
Stove, No. 4.....			17.25	16.38	16.38
Bituminous.....	4.39	3.94	8.54	8.13	8.13
Little Rock, Ark.:					
Arkansas anthracite—					
Egg.....			15.00	14.00	14.00
Bituminous.....	6.00	5.33	11.50	10.71	10.83
Los Angeles, Calif.:					
Bituminous.....	13.52	12.50	15.50	15.45	15.79
Louisville, Ky.:					
Bituminous.....	4.20	4.00	8.54	7.55	7.58
Manchester, N. H.:					
Pennsylvania anthracite—					
Stove.....	10.00	8.50	18.00	17.75	17.75
Chestnut.....	10.00	8.50	17.50	17.00	17.00
Memphis, Tenn.:					
Bituminous.....	4.34	4.22	7.45	7.93	7.93
Milwaukee, Wis.:					
Pennsylvania anthracite—					
Stove.....	8.00	7.85	16.68	16.80	16.80
Chestnut.....	8.25	8.10	16.59	16.65	16.65
Bituminous.....	6.25	5.71	10.57	9.27	9.21
Minneapolis, Minn.:					
Pennsylvania anthracite—					
Stove.....	9.25	9.05	18.17	18.10	18.10
Chestnut.....	9.50	9.30	18.08	17.95	17.95
Bituminous.....	5.89	5.79	11.75	10.82	10.91
Mobile, Ala.:					
Bituminous.....			11.00	9.96	9.96
Newark, N. J.:					
Pennsylvania anthracite—					
Stove.....	6.50	6.25	13.45	13.51	13.51
Chestnut.....	6.75	6.50	13.45	13.43	13.43
New Haven, Conn.:					
Pennsylvania anthracite—					
Stove.....	7.50	6.25	15.92	15.25	15.25
Chestnut.....	7.50	6.25	15.92	15.25	15.25
New Orleans, La.:					
Pennsylvania anthracite—					
Stove.....	10.00	10.00	21.75	20.50	20.50
Chestnut.....	10.50	10.50	21.75	20.50	20.50
Bituminous.....	6.06	6.06	11.16	10.75	10.72
New York, N. Y.:					
Pennsylvania anthracite—					
Stove.....	7.07	6.66	14.58	14.21	14.21
Chestnut.....	7.14	6.80	14.58	14.17	14.17
Norfolk, Va.:					
Pennsylvania anthracite—					
Stove.....			16.00	15.00	15.00
Chestnut.....			16.00	15.00	15.00
Bituminous.....			10.41	9.00	9.00

Per 10-barrel lots (1,800 pounds).

24270°—25†—4

[48]

AVERAGE RETAIL PRICES OF COAL PER TON OF 2,000 POUNDS, FOR HOUSEHOLD USE, ON JANUARY 15 AND JULY 15, 1913, NOVEMBER 15, 1923, AND OCTOBER 15 AND NOVEMBER 15, 1924—Concluded

City, and kind of coal	1913		1923	1924	
	Jan. 15	July 15	Nov. 15	Oct. 15	Nov. 15
Omaha, Nebr.: Bituminous	\$6.63	\$6.13	\$10.86	\$10.00	\$10.00
Peoria, Ill.: Bituminous			6.33	6.25	6.34
Philadelphia, Pa.: Pennsylvania anthracite— Stove	17.16	16.89	116.18	115.32	115.30
Chestnut	17.38	17.14	116.07	115.11	115.11
Pittsburgh, Pa.: Pennsylvania anthracite— Stove	17.94	17.38	118.50	116.50	116.79
Chestnut	18.00	17.44	118.50	116.50	116.39
Bituminous	3.16	3.18	7.54	6.94	7.00
Portland, Me.: Pennsylvania anthracite— Stove			16.81	16.50	16.32
Chestnut			16.81	16.50	16.30
Portland, Oreg.: Bituminous	9.79	9.66	14.00	13.69	13.60
Providence, R. I.: Pennsylvania anthracite— Stove	8.25	7.50	16.25	16.00	16.00
Chestnut	8.25	7.75	16.25	16.00	16.00
Richmond, Va.: Pennsylvania anthracite— Stove	8.00	7.25	16.63	15.50	15.50
Chestnut	8.00	7.25	16.63	15.50	15.50
Bituminous	5.50	4.94	11.70	8.95	8.94
Rochester, N. Y.: Pennsylvania anthracite— Stove			14.10	14.25	14.25
Chestnut			14.10	14.15	14.15
St. Louis, Mo.: Pennsylvania anthracite— Stove	8.44	7.74	17.13	16.56	16.54
Chestnut	8.63	7.99	17.31	16.81	16.81
Bituminous	3.36	3.04	7.26	6.50	6.38
St. Paul, Minn.: Pennsylvania anthracite— Stove	9.20	9.05	18.14	18.10	18.10
Chestnut	9.45	9.30	18.09	17.95	17.95
Bituminous	6.07	6.04	12.25	11.06	11.42
Salt Lake City, Utah.: Colorado anthracite— Furnace, 1 and 2 mixed	11.00	11.50	17.50	18.00	18.25
Stove, 3 and 5 mixed	11.90	11.50	17.50	18.00	18.25
Bituminous	5.64	5.46	8.74	8.35	8.36
San Francisco, Calif.: New Mexico anthracite— Cerrillos egg	17.00	17.00	26.50	26.50	26.50
Colorado anthracite— Egg	17.00	17.00	24.50	25.00	25.00
Bituminous	12.00	12.00	16.90	16.90	16.89
Savannah, Ga.: Pennsylvania anthracite— Stove			17.00	17.00	17.00
Chestnut			17.00	17.00	17.00
Bituminous			12.02	10.58	10.53
Scranton, Pa.: Pennsylvania anthracite— Stove	4.25	4.31	10.53	10.53	10.62
Chestnut	4.50	4.56	10.53	10.53	10.62
Seattle, Wash.: Bituminous	7.63	7.70	10.35	10.21	10.21
Springfield, Ill.: Bituminous			4.70	4.45	4.45
Washington, D. C.: Pennsylvania anthracite— Stove	7.50	7.38	16.22	15.79	15.79
Chestnut	7.65	7.53	16.04	15.96	15.38
Bituminous			9.06	8.55	8.60

¹ Per ton of 2,240 pounds.

² Per 25-bushel lots (1,900 pounds).

³ Fifty cents per ton additional is charged for "binning." Most customers require binning or basketing the coal into the cellar.

⁴ All coal sold in Savannah is weighed by the city. A charge of 10 cents per ton or half ton is made. This additional charge has been included in the above prices.

⁵ Prices in Zone A. The cartage charges in Zone A were as follows: January and July, 1913, \$0.50; November, 1923, and October and November, 1924, \$1.25. These charges have been included in the price.

Index Numbers of Wholesale Prices in November, 1924

WHOLESALE prices of commodities averaged higher in November than in the preceding month, according to information collected by the United States Department of Labor through the Bureau of Labor Statistics in leading markets of the country. The bureau's weighted index number, which includes 404 commodities or price series, rose to 152.7 for November compared with 151.9 for October, a gain of one-half of one per cent.

Food articles were $1\frac{1}{2}$ per cent higher, due to increases in butter, coffee, eggs, flour, and vegetable oils. Clothing materials, metals, and chemicals and drugs also averaged more than 1 per cent higher than in October, while in the group of miscellaneous commodities, including such important articles as cattle feed, leather, wood pulp and wrapping paper, jute, sisal, Manila rope, rubber, and lubricating oil, prices were $2\frac{1}{2}$ per cent higher. Smaller increases are shown for the groups of farm products, fuels, building materials, and house-furnishing goods.

Of the 404 commodities or price series for which comparable data for October and November were collected, increases were shown in 172 instances and decreases in 71 instances. In 161 instances no change in price was reported.

INDEX NUMBERS OF WHOLESALE PRICES, BY GROUPS OF COMMODITIES

[1913=100.0]

Group	November, 1923	1924	
		October	November
Farm products.....	145.6	149.2	149.5
Foods.....	148.0	151.6	153.8
Cloths and clothing.....	201.0	188.4	190.4
Fuel and lighting.....	167.4	162.1	162.8
Metals and metal products.....	141.0	127.2	128.7
Building materials.....	181.0	170.7	171.6
Chemicals and drugs.....	130.2	132.2	134.0
House-furnishing goods.....	176.0	171.0	172.0
Miscellaneous.....	118.1	119.8	122.9
All commodities.....	152.1	151.9	152.7

Comparing prices in November with those of a year ago as measured by changes in the index number it is seen that farm products, foods, chemicals and drugs, and miscellaneous commodities were considerably higher, while clothing, fuel, metals, building materials, and house-furnishing goods were appreciably lower. All commodities, considered in the aggregate, were less than one-half of 1 per cent higher than in November, 1923.

Comparison of Retail Price Changes in the United States and Foreign Countries

THE principal index numbers of retail prices published by foreign countries have been brought together with those of this bureau in the subjoined table after having been reduced in most cases to a common base, namely, prices for July, 1914, equal 100. This base was selected instead of the average for the year 1913, which is used in other tables of index numbers compiled by the bureau, because of the fact that in numerous instances satisfactory information for 1913 was not available. A part of the countries shown in the table now publish index numbers of retail prices on the July, 1914, base. In such cases, therefore, the index numbers are reproduced as published. For other countries the index numbers here shown have been obtained by dividing the index for each month specified in the table by the index for July, 1914, or the nearest period thereto as published in the original sources. As stated in the table, the number of articles included in the index numbers for the different countries differs widely. These results should not, therefore, be considered as closely comparable with one another. In certain instances, also, the figures are not absolutely comparable from month to month over the entire period, owing to slight changes in the list of commodities and the localities included at successive dates.

INDEX NUMBERS OF RETAIL PRICES IN THE UNITED STATES AND IN OTHER COUNTRIES

Country...	United States	Canada	Austria (Vienna)	Belgium	Czecho-slovakia	Denmark	Finland	France (except Paris)	France (Paris)
Number of localities	51	60	1	59	22	100	21	320	1
Commodities included	43 foods	29 foods	16 foods	56 (foods, etc.)	23 (17 foods)	Foods	36 foods	13 (11 foods)	13 (11 foods)
Computing agency	Bureau of Labor Statistics	Department of Labor	Parity Commission	Ministry of Industry and Labor	Office of Statistics	Government Statistical Department	Central Bureau of Statistics	Ministry of Labor	Ministry of Labor
Base=100	July, 1914	July, 1914	July, 1914=1	April, 1914	July, 1914	July, 1914	January-June, 1914	August, 1914	July, 1914
Month									
1921									
Jan.....	169	195	-----	450	1628	276	1205	-----	419
Feb.....	155	190	-----	434	1454	-----	1138	429	383
Mar.....	153	178	-----	411	1362	-----	1169	-----	359
Apr.....	149	171	-----	399	1366	-----	1145	-----	328
May.....	142	165	-----	389	1371	-----	1157	363	317
June.....	141	150	-----	384	1388	-----	1188	-----	312
July.....	145	148	-----	379	1303	236	1323	-----	306
Aug.....	152	154	-----	384	1351	-----	1369	350	317
Sept.....	150	159	-----	386	1428	-----	1404	-----	329
Oct.....	150	155	-----	391	1463	-----	1401	-----	331
Nov.....	149	149	-----	394	1484	-----	1324	348	32
Dec.....	147	148	579	393	1475	-----	1230	-----	223

INDEX NUMBERS OF RETAIL PRICES IN THE UNITED STATES AND IN OTHER COUNTRIES—Continued

Country...	United States	Canada	Austria (Vienna)	Belgium	Czechoslovakia	Denmark	Finland	France (except Paris)	France (Paris)
Number of localities	51	60	1	59	22	100	21	320	1
Commodities included	43 foods	29 foods	16 foods	56 (foods, etc.)	23 (17 foods)	Foods	36 foods	13 (11 foods)	13 (11 foods)
Computing agency	Bureau of Labor Statistics	Department of Labor	Parity Commission	Ministry of Industry and Labor	Office of Statistics	Government Statistical Department	Central Bureau of Statistics	Ministry of Labor	Ministry of Labor
Base=100...	July, 1914	July, 1914	July, 1914=1	April, 1914	July, 1914	July, 1914	January-June, 1914	August, 1914	July, 1914
Month									
1922									
Jan.....	139	149	748	387	1467	197	1151		319
Feb.....	130	143	871	380	1461		1145	323	307
Mar.....	136	142	904	371	1414		1124		294
Apr.....	136	138	1043	367	1415		1127		304
May.....	136	138	1374	365	1444		1132	315	317
June.....	138	137	2421	366	1475		1139		307
July.....	139	138	3282	366	1430	184	1144		297
Aug.....	136	141	7224	366	1290		1165	312	289
Sept.....	137	139	13531	371	1105		1166		291
Oct.....	140	138	11822	376	1016		1157		290
Nov.....	142	139	11145	384	984		1140	314	297
Dec.....	144	140	10519	384	961		1122		305
1923									
Jan.....	141	142	10717	383	941	180	1108		309
Feb.....	139	142	10784	397	934		1103	331	316
Mar.....	139	145	11637	398	926		1096		321
Apr.....	140	143	12935	409	927		1047		320
May.....	140	140	13910	413	928		1016	337	325
June.....	141	138	14132	419	933		1004		331
July.....	144	137	12011	429	921	188	1003		321
Aug.....	143	142	12335	439	892		1087	349	328
Sept.....	146	141	12509	453	903		1103		339
Oct.....	147	144	12636	458	901		1140		349
Nov.....	148	144	12647	463	898		1133	373	355
Dec.....	147	145	12860	470	909		1112		365
1924									
Jan.....	146	145	13527	480	917	194	1089		376
Feb.....	144	145	13821	495	917		1070	399	384
Mar.....	141	148	13930	510	908		1067		392
Apr.....	138	137	13838	498	907		1035		380
May.....	138	133	14169	485	916		1037	393	378
June.....	139	133	14457	492	923		1040		370
July.....	140	134	14362	493	909	200	1052		360
Aug.....	141	137	15652	498	897		1125	399	366
Sept.....	144	139	15623	503	908		1125		374

INDEX NUMBERS OF RETAIL PRICES IN THE UNITED STATES AND IN OTHER COUNTRIES—Concluded

Country	Italy	Netherlands	Norway	Sweden	Switzerland	United Kingdom	South Africa	India (Bombay)	Australia	New Zealand
Number of localities	47	6	31	49	33	600	9	1	30	25
Commodities included	21 foods	29 (27 foods)	Foods	40 (foods, etc.)	Foods	21 foods	18 foods	17 foods	46 foods	59 foods
Computing agency	Ministry of National Economy	Central Bureau of Statistics	Central Bureau of Statistics	Social Board	Labor Office	Ministry of Labor	Office of Census and Statistics	Labor Office	Bureau of Census and Statistics	Census and Statistics Office
Base=100	1913	January, 1914	July, 1914	July, 1914	June, 1914	July, 1914	1914	July, 1914	July, 1914	July, 1914
<i>Month</i>										
<i>1921</i>										
Jan.	542	209	334	283	229	278		163	186	178
Feb.	540	189	308	262	225	263	106	156	184	173
Mar.	556	183	299	253	221	249		154	181	169
Apr.	564	179	300	248	217	238		154	173	169
May	544	173	292	237	209	232	151	162	168	167
June	509	170	290	234	208	218		169	165	166
July	501	170	292	232	205	220		174	161	164
Aug.	534	171	297	234	205	226	136	177	158	163
Sept.	542	176	290	228	203	225		183	154	161
Oct.	581	173	288	218	199	210		180	149	156
Nov.	584	172	281	211	192	200	128	179	146	152
Dec.	585	169	268	202	189	195		176	143	150
<i>1922</i>										
Jan.	577	165	257	190	185	185	121	169	142	147
Feb.	560	164	245	189	173	179	119	160	140	143
Mar.	546	164	238	185	162	177	119	161	141	141
Apr.	524	163	234	182	169	173	121	157	143	144
May	531	159	230	178	162	172	120	158	146	145
June	530	158	227	179	163	170	118	158	146	144
July	527	157	223	179	157	160	116	160	148	144
Aug.	531	155	232	181	162	175	116	159	149	141
Sept.	537	154	228	180	163	172	117	161	149	139
Oct.	555	149	220	178	163	172	119	158	146	139
Nov.	562	146	216	170	155	176	120	155	145	139
Dec.	557	147	215	168	155	178	118	157	146	138
<i>1923</i>										
Jan.	542	148	214	166	155	175	117	151	145	139
Feb.	527	149	214	165	154	173	117	150	144	140
Mar.	524	149	214	166	156	171	117	149	145	141
Apr.	530	149	212	163	158	168	117	150	152	142
May	535	147	214	161	161	162	118	148	156	143
June	532	145	213	161	165	160	118	146	162	142
July	518	145	218	160	164	162	116	148	164	142
Aug.	512	143	220	161	162	165	115	149	165	143
Sept.	514	142	218	165	163	168	115	149	161	145
Oct.	517	145	217	165	162	172	117	147	157	146
Nov.	526	149	221	164	166	173	120	147	157	147
Dec.	528	149	226	164	167	176	118	152	156	147
<i>1924</i>										
Jan.	527	150	230	163	168	175	120	154	155	150
Feb.	529	151	234	162	167	177	122	151	153	149
Mar.	523	152	241	162	167	176	122	147	152	150
Apr.	527	152	240	159	165	167	123	143	150	150
May	530	151	241	159	165	163	122	143	151	150
June		151	240	158	168	160	120	147	149	150
July		150	248	159	168	162	117	151	148	149
Aug.		150	257	163	166	164	117	156	147	146
Sept.		152	261	165	166	166	117	156	146	145

Cost of Living in Foreign Countries ¹

Index Numbers

UP TO December, 1922, the MONTHLY LABOR REVIEW kept its readers informed on changes in the cost of living in foreign countries by giving currently the most important data in short articles dealing with each country separately and also figures showing the trend of food prices in foreign countries. In order to show the international aspect of cost of living in general rather more clearly, it was decided in December, 1922, to publish semiannually a general survey and tables showing the international movement. Tables of index numbers for different countries since 1914 have been compiled and were published for the first time in the December, 1922, issue of the MONTHLY LABOR REVIEW. They are now published in the January and July numbers. In the following pages these tables have been brought up to the latest date for which data are available. Since food indexes have been published elsewhere in the REVIEW, they are not included here. The number of countries given in the different tables varies according to the information available. Several countries publish only an index number for food, while others omit clothing and sometimes even rent.

The very fact that the form of presentation suggests that the index numbers are completely comparable internationally makes caution in making such comparisons all the more necessary. Not only are there differences in the base periods and in the number and kind of articles included and the number of markets from which prices are taken, but there are also many differences of method, especially in the systems of weighing used.

The trend of the cost of living in the various countries during the period 1914 to 1924 is illustrated by the index numbers shown in the following four tables. General cost-of-living index numbers are given in Table 1, and index numbers for the cost of heat and light, clothing, and rent in Tables 2, 3, and 4, respectively.

¹ Compiled from official and unofficial foreign publications named as sources in the December, 1922, issue of MONTHLY LABOR REVIEW (pp. 81-85).

TABLE 1.—INDEX NUMBERS OF COST OF

[A=Food; B=Heat and light; C=Clothing;

Year and month	Bulgaria (12 localities) ¹ A, B	Australia (30 localities) ¹ A, B, D	New Zealand (25 localities) ¹ A, B, D	Canada (60 localities) ¹ A, B, C, D, E	United States (32 cities) ¹ A, B, C, D, E	Germany (71 localities) ¹ A, B, C, D	Egypt (Cairo) ¹ A, C, D, E	Hungary (A, B, C, D, E)	Belgium (59-61 localities) ¹ A, B, C, E	France (Paris) ¹ A, B, C, E	Italy (Milan) ¹ A, B, C, D, E
	Average 1901-1910=100	1911=100	Average 1909-1913=100	1913=100		Average Oct., 1913, Jan., Apr., and June, 1914=1	Average Jan., 1913, to July, 1914=100	Average 1913-1914=100 ²	Apr., 1914=100	First half 1914=100	
1914		111		4 169	4 103		2 100	4 121			
1915		126		4 104	4 105		2 100	4 190			
1916		130		4 119	4 118		2 118	4 278			
1917		129		4 143	4 142		2 157	4 487			
1918		134		4 161	4 174		2 184	4 858			286
1919		148	137	4 179	4 199		2 201	4 2435		238	280
1920		175	155	4 192	4 200	11	2 237	4 4696	453	341	441
1921	1612	167	163	4 161	4 174	13	2 189	4 6072	379	307	501
1922	12 2434	156	149	4 149	4 170	150	2 167	4 25624	374	296	494
1923	10 2631	168	151	13 150	11 173	13 317945	162	4 502292	428	334	494
1924:											
Jan.			156	13 151		13 1100000	2 159	2 597420	480		510
Feb.		167	157	13 151		13 1040000	2 158	2 1008182	495	365	517
Mar.			158	13 150	170	13 1070000	2 150	2 1332613	510		521
Apr.				13 147		13 1120000	2 157	2 1339454	498		522
May			13 158	13 144		13 1150000	2 157	2 1527075	485	366	518
June				13 144	169	13 1120000	2 157	2 1595300	492		518
July				13 145		13 1160000	2 158	2 1635900	493		512
Aug.				13 147		13 1140000		2 1627300	498		512
Sept.				13 147	171	13 1160000			503		516
Oct.				13 147							

¹ From Ministry of Labor Gazette, London.² From International Labor Review, Geneva.³ 1913=100 for June, 1923, and months thereafter.⁴ December.⁵ July.⁶ June-July.⁷ May-July.

LIVING IN VARIOUS COUNTRIES, 1914 TO 1924

D=Rent; E=Certain miscellaneous articles]

Greece (101 lo- cali- ties) A, B, E	Spain (Ma- Jrid) ² A, B, E	South Africa (9 locali- ties) A, B, D	Swit- zer- land (33 lo- cali- ties) A, B, C	Austria (Vi- enna) A, B, C, D	Czecho- slova- kia A, B	Den- mark (100+ locali- ties) A, B, C, D, E	Fin- land (21 lo- cali- ties) A, B, C, D, E	Uni- ted King- dom (620 locali- ties) A, B, C, D, E	India (Bom- bay) A, B, C, D	Ire- land A, B, C, E	Nor- way (31 lo- cali- ties) A, B, C, D, E	Swe- den (40 lo- cali- ties) A, B, C, D, E	Netherlands	
1914=100		1910 = 100	1914 = 100	June, 1914= 100	July, 1914=100								Dec., 1920= 100	Mar., 1920= 100
100	100	109				100		100						
119	108	113				116		125				117		
159	115	116				136		148				147	139	
264	121	125				155		180				190	166	
360	146	129				182		203				253	219	
324	168	138				211		208	186			275	257	
346	188	170	155			262	911	252	190			302	370	102
412	182	149	137	213	9800	237	1139	219	177			302	236	95
602	181	132	121	165	461500	199	1118	181	165	185		253	198	85
1216	177	131	120	165	1072675	204	1127	174	154	164	237	178	81	82
	178	133	122		1174000	917	209	1138	179	158		176		
	190	135	123	170	1194000	917		1126	178	156				
	180	135	124		1199600	908		1123	173	153	249		84	84
	195	135	124		1197300	907		1100	171	150	178	173		
	180	135	124	169	1220900	916		1199	169	150				
	186	134	122		1244200	923		1125	170	153	251		83	81
	182	132	120		1239100	909	214	1132	171	156	183	171		
	180	132	121	169	1314200	897		1176	172	160				
		132	121		1316200	908		1177	176	160	260		82	83
					1330700	916		1107	180			174		

¹September.²First quarter.³June.⁴Second quarter.⁵Average, January to October.⁶Not including clothing or miscellaneous articles.⁷January to June.⁸Million.⁹Includes food and rent only.

TABLE 2.—INDEX NUMBERS OF COST OF HEAT AND LIGHT IN VARIOUS COUNTRIES, 1914 TO 1924

Year and month	New Zealand (4 localities)	Canada (60 localities)	United States (32 cities)	Germany (71 localities)	Hungary	France (Paris)	Italy (Milan)	Switzerland (33 localities)
	Average 1909- 1913=100	1913=100		Average Oct., 1913, Jan., Apr., and June, 1914=1	Average 1913- 1914=100	First half 1914=100		June, 1914=100
1914		1 99	2 101		100			
1915		1 96	2 101		109			
1916		1 96	2 108		132			
1917		1 125	2 124		185			
1918		1 147	2 148		373		1 220	
1919	3 151	1 154	2 157		1479	4 164	1 220	
1920	3 185	1 191	2 195		3400	3 296	3 611	
1921	3 206	1 194	2 181		7866	3 308	1 899	1 210
1922	191	192	2 186	192	38867	296	524	181
1923	183	186	183	217062	317915	329	529	177
1924:								
January		183		2 1630	4 708000		525	176
February	180	182		2 1550		3 356	515	175
March		181	182	2 1510	1682000		515	175
April		180		2 1480	1682000		515	173
May	182	177		2 1470	1682000	3 350	515	171
June		176	177	2 1460			526	170
July		176		2 1430			526	169
August		176		2 1410			526	169
September		176	179	2 1400			526	169
October		175						

1 July.

2 December.

3 Second quarter.

4 First quarter.

5 From International Labor Review, Geneva.

6 Million.

7 Billion.

TABLE 2.—INDEX NUMBERS OF COST OF HEAT AND LIGHT IN VARIOUS COUNTRIES, 1914 TO 1924—Concluded

Year and month	Austria (Vienna)	Den- mark (100+ locali- ties)	Fin- land (21 locali- ties)	United King- dom (26-30 locali- ties)	India (Bom- bay)	Ire- land	Norway (31 lo- calities)	Sweden (40 locali- ties)	Spain (Ma- drid) ¹
	July, 1914=100								1914=100
1914.....		100							110
1915.....		130							118
1916.....		175						168	119
1917.....		220						240	147
1918.....		275					471	286	172
1919.....		292					316	326	185
1920.....		563	1232	230			518	372	190
1921.....		401	1278	260	176		518	264	180
1922.....	717275	301	1276	202	168	211	301	194	186
1923.....	1482792	282	1493	183	163	210	212	186	173
1924:							188		
January.....	1539500	288	1522	188	161	204	306	181	186
February.....	1544100		1515	188	161		313		178
March.....	1488900		1515	190	164		211		185
April.....	1482400		1512	190	164	203	326	183	
May.....	1479600		1487	185	166		219		
June.....	1467300		1496	185	166		322		
July.....	1469000	298	1479	183	167	205	222	182	174
August.....	1498600		1475	185	166		318		171
September.....	1476000		1476	185	166		220		
October.....	1473500		1472	185			317		
							213		
							313		
							208		
								180	

¹ From International Labor Review, Geneva.² Coal, coke, wood, and petroleum.³ July.⁴ Gas and electricity.⁵ December.⁶ Coal, coke, and wood.⁷ September.⁸ Petroleum.

TABLE 3.—INDEX NUMBERS OF COST OF CLOTHING IN VARIOUS COUNTRIES
1914 TO 1924

Year and month	South Africa (9 localities)	Canada (60 localities)	United States (32 cities)	Germany (71 localities)	Hungary	France (Paris)	Italy (Milan)	Switzerland (33 localities)
	1910=100	1913=100		Average Oct., 1913, Jan., Apr., and June, 1914=1	Average 1913-1914=100	First half 1914=100		June, 1914=100
1914			1 101		1 137			
1915		1 125	1 105		1 236			
1916		1 143	1 120		1 409			
1917		1 167	1 149		1 1096			
1918		1 198	1 205		1 2223		2 284	
1919		1 234	1 269		1 4505	3 206	3 221	
1920		1 235	1 259		1 8210	4 485	4 651	
1921	1 188	1 173	1 184		1 12063	4 353	2 512	228
1922	176		173	1 80	1 41956	325	610	179
1923	168		176	2 2484188	340098	375	615	175
1924:								
January				3 1510000	3 715000		600	
February				3 1470000		4 412	600	177
March	169		176	3 1490000	3 1787000		600	
April				3 1540000	3 1787000		600	
May				3 1580000	3 1787000	420	597	174
June	169		174	3 1550000			597	
July				3 1450000			598	
August				3 1420000			598	173
September	167		173	3 1440000			598	
October								

Year and month	Austria (Vienna)	Czechoslovakia	Denmark (100+ localities)	Finland (21 localities)	United Kingdom (97 localities)	India (Bombay)	Ireland	Norway (31 localities)	Sweden (40 localities)	Netherlands (The Hague)
	July, 1914=100									
1914			1 100							
1915			1 110		7 125					
1916			1 160		7 155				1 160	
1917			1 190		7 200				2 210	
1918			1 260		7 310			312	2 285	
1919			1 310		7 360			7 388	7 310	
1920			1 355	1 1049	1 430			7 336	2 390	
1921		2402	1 248	1 1038	1 290	1 263		7 292	2 270	7 73
1922	326066	1618	1 217	1 1093	239	247	7 189	247	220	62
1923	1598200	1024	1 239	1065	222	214	1 173	230	198	54
1924:										
January	1877200	1053	254	1038	223	223	174		192	
February	1898300	1050		1037	225	229				
March	1952100	1050		1038	225	229		4 236		54
April	1984900	1055		1039	225	230	175		192	
May	2032300	1051		1038	225	227				
June	2063400	1050		1034	225	227		241		55
July	2063400	1045	267	1036	225	220	1 183		192	
August	2052500	1053		1035	228	231				
September	2108800	1062		1035	228	229		249		55
October	2128700	1064		1042	228				191	

1 December.

2 July.

3 First quarter.

4 Second quarter.

5 From International Labor Review, Geneva.

6 Million.

7 June.

8 September.

TABLE 4.—INDEX NUMBERS OF COST OF RENT IN VARIOUS COUNTRIES, 1914 TO 1924

Year and month	South Africa (9 local- ities)	Aus- tralia (6 local- ities)	New Zealand (25 local- ities)	Canada (60 local- ities)	United States (32 cities)	Germany (71 local- ities)	Hun- gary	France (Paris)	Italy (Milan)
	1910= 100	1911= 100	1909- 1913= 100	1913=100		Average, Oct., 1913, Jan., Apr., and June, 1914=1	1913- 1914= 100	First half 1914=100	
1914.....	193	114	105	1 102	2 100	.....	2 100	.....	.....
1915.....	100	108	102	1 86	2 102	.....	2 100	.....	.....
1916.....	99	108	100	1 85	2 102	.....	2 100	.....	.....
1917.....	100	110	95	1 92	2 100	.....	2 114	.....	.....
1918.....	108	114	98	1 101	2 109	.....	2 121	.....	1 100
1916.....	114	122	100	1 111	2 125	.....	2 146	.....	1 100
1920.....	120	133	110	1 134	2 151	.....	2 180	1 100	1 108
1921.....	120	140	118	1 144	2 161	.....	2 357	1 110	1 139
1922.....	124	148	132	146	161	5	611	164	202
1923.....	128	155	144	147	164	20005	8277	200	234
1924:									
January.....		158	154	146	.....	290000	32000	200	307
February.....				146	.....	340000	38400		307
March.....				146	167	380000	57600	200	307
April.....				146	.....	530000	57600		307
May.....			154	146	.....	550000	216000	200	307
June.....				146	168	570000	.....		307
July.....				147	.....	680000	.....	.....	307
August.....				147	.....	700000	.....	.....	307
September.....				147	168	700000	.....	.....	307
October.....				147	.....	.....	.....	.....	.....

Year and month	Aus- tria (Vien- na)	Den- mark (100+ local- ities)	Fin- land (21 lo- calities)	United King- dom (22-30 lo- calities)	India (Bom- bay)	Ire- land	Nor- way (31 lo- calities)	Sweden (40 lo- calities)	Nether- lands (The Hague)
	July, 1914=100								Dec., 1920= 100
1914.....	.....	1 100	.....	.....	.....	.....	.....	.....	.....
1915.....	.....	1 100	.....	.....	.....	.....	.....	.....	.....
1916.....	.....	1 102	.....	.....	.....	.....	.....	1 108	.....
1917.....	.....	1 105	.....	.....	.....	.....	.....	10 112	.....
1918.....	.....	1 108	.....	.....	.....	.....	111	1 112	.....
1919.....	.....	1 113	.....	.....	.....	.....	123	1 120	.....
1920.....	.....	1 130	1 335	118	.....	.....	147	1 130	.....
1921.....	.....	1 141	1 553	145	1 165	.....	161	1 155	1 100
1922.....	5850	1 155	1 767	153	165	127	171	163	119
1923.....	48017	1 160	901	148	165	127	173	167	125
1924:									
January.....	72400	160	981	147	165	128	.....	178	.....
February.....	75100	.....	981	147	165	.....	.....	.....	.....
March.....	75100	.....	981	147	165	.....	176	.....	127
April.....	75100	.....	981	147	165	128	.....	178	.....
May.....	75100	.....	981	147	165	.....	.....	.....	.....
June.....	100200	.....	1163	147	165	.....	176	.....	127
July.....	100200	170	1163	147	165	127	.....	178	.....
August.....	102400	.....	1163	147	165	.....	.....	.....	.....
September.....	102400	.....	1163	147	165	.....	176	.....	127
October.....	102400	.....	1165	147	.....	.....	.....	178	.....

1 July.

2 December.

3 Second quarter.

4 August.

5 First quarter

6 From International Labor Review, Geneva.

7 March.

8 Million.

9 June.

10 September.

Method of Computing Index Numbers

IN THE December, 1922, issue of the MONTHLY LABOR REVIEW (pp. 81-85) a short account of the scope of the index numbers and of the method of computation used was given for each country. Changes in this respect were noted in the July, 1924, issue of the REVIEW (pp. 98, 99).

Russia has lately discontinued publishing cost-of-living index numbers with 1913 as base year, and now publishes such numbers with 1923 as base year. Since these index numbers permit of no comparison with preceding years the publication of index numbers for Russia has been omitted. The index numbers for Poland were omitted for a similar reason. Beginning with 1924 the Polish statistical office has started a new series of cost-of-living index numbers which are based on "zloty" (the new currency) prices and are, therefore, not comparable with the old series.

General Survey

SINCE April the general cost of living has been remarkably stable in nearly all countries, the cases in which a change in excess of 2 or 3 per cent has taken place being few. The tendency has, however, been rather upward than downward. Of the countries covered by Table 1, Australia, Canada, Egypt, Italy, Spain, South Africa, Switzerland, and the Netherlands are the only countries in which the cost of living has decreased or remained stationary. The increase was most marked in Hungary, where the rise in the cost of living continued to reflect the heavy fall in the external purchasing power of the Hungarian crown, and in Austria where the rise is due to the increased cost of housing. In Great Britain the figures show a sharp upward turn in October. In Germany the rise in the cost of living since April amounts to less than 4 per cent. In Italy, where the cost of living has slowly but steadily increased since the war, a downward trend has been noticeable in recent months. Generally speaking, it may be said that the moderate upward tendency of the cost of living in the majority of European countries is due to the higher cost of food and rent.

As shown in Table 2, the cost of heat and light has varied little. It has decreased or remained at about its former level in Austria, Finland, Great Britain, Sweden, Norway, Spain, New Zealand, Canada, the United States, Germany, France, and Switzerland; and increased in Denmark, Ireland, India, Hungary, and Italy.

The cost of clothing has shown an upward trend in most countries, exceptions being South Africa, the United States, Germany, Italy, India, and Sweden, where prices have decreased slightly or remained stationary, as shown in Table 3.

Rents have gone up in the great majority of the countries covered by Table 4. France, Italy, Great Britain, India, Sweden, and the Netherlands are the only countries in which they have remained stationary. Marked increases have taken place in Germany, Hungary, Austria, Denmark, and Finland.

Cost of Living in Bermuda

A CONSULAR report dated October 31, 1924, contains a brief sketch of living conditions in the islands of Bermuda, and the retail prices of certain commodities are given as follows:

Bread	loaf	\$0. 15
Potatoes	lb	. 08
Bacon	do	. 55
Fresh meats:		
Ordinary cuts	do	\$0. 50- . 60
Better cuts	do	1. 00
Fish	do	. 25
Milk	qt	. 35
Ice	cwt	1. 50

Bermuda houses have no furnaces and few have fireplaces. For heating purposes oil heaters are used and, the winters being mild on islands, the cost of heat per winter averages about \$10. Electricity costs 24.3 cents per kilowatt hour; there is no gas.

The report states that "two servants are required in the average household of three or four persons." Housemaids receive wages of \$20 and cooks of \$25 per month.

There is little demand for housing except for furnished houses, and these are sought mainly by tourists remaining over the winter. Rents for furnished houses range from \$600 to \$5,000 for the six-month season.

Cost of Living of Tsing Hua College Employees, Peking, China

A SURVEY of the cost of living of employees of Tsing Hua College, Peking, China, has been made by students of the college under the direction of Dr. Ta Chen, and the results were published in the Chinese Economic Monthly, October, 1924 (pp. 5-12). The employees, numbering 141, include foremen and laborers in the electric-light plant, policemen, telephone operators, gardeners, water carriers, cooks, coal carriers, street cleaners, bookbinders, janitors, coolies, and servants. The college is located in the suburbs of Peking, and living conditions among these employees are said to reflect very largely the general conditions among the working classes of the city.

The following table shows the income of these employees arranged by wage groups, the total amount of the monthly wages of each group of employees, and the average wages of each employee:

MONTHLY WAGES¹ OF EMPLOYEES OF A CHINESE COLLEGE, BY WAGE GROUPS

Wage group	Number of employees	Total monthly wages	Average monthly wages per employee	Wage group	Number of employees	Total monthly wages	Average monthly wages per employee
\$6 to \$7.50	51	\$373. 50	\$7. 32	\$20 to \$21.50	1	\$20. 00	\$20. 00
\$8 to \$9.50	66	571. 00	8. 65	\$24 to \$25.50	1	25. 00	25. 00
\$10 to \$11.50	7	71. 00	10. 14	Over \$26	2	87. 00	43. 50
\$12 to \$13.50	8	98. 50	12. 31				
\$14 to \$15.50	5	75. 00	15. 00	Total	141	1, 321. 00	9. 37

¹ In Mexican dollars. Both the par value and exchange rate vary, but is equivalent to approximately 50 cents, U. S. currency.

While the above wages represent their fixed income, these employees also receive a bonus, tips, etc., the amount of which could not be definitely determined. The average monthly expenditure of all employees for food, clothing, rent, and miscellaneous expenses amounted to \$5.32, of which 88 cents was spent for clothing, \$3.29 for food, 69 cents for rent, and 46 cents for miscellaneous expenses. The cost of rent could be determined for only 72 persons, as the others lived either in the college or in their own houses or in houses belonging to relatives.

In general, the lower-paid groups of workers were found to have a relatively high expenditure for the various budget items, the explanation being that these men had fewer dependents than the higher-paid workers. Of the 141 men included in the study only 3 were unmarried, the number of dependents of the 138 married workers varying from 1 to 16, with an average of 4.7 dependents each. Dependents in China include aged parents, brothers, sisters, cousins, and relatives-in-law as well as wife and children, and in most cases, although these persons are classed as dependents, they do not rely entirely on the earnings of the head of the family. Very little variety is shown in the diet of these workers, the principal foods being corn meal, millet, wheat flour, potatoes, vegetables, and sauce. The monthly expenditure for food ranged from 30 cents to \$7.50 per person.

The amounts spent for clothing in a year varied from \$1 to \$48, the average for the year being \$10.52. With the exception of fur coats or coats with fur lining, the material generally used in Peking for all kinds of clothing is cotton cloth. Outer garments, if not of fur, are cotton padded for the cold weather. Miscellaneous expenses, which cover a variety of items, in most cases do not exceed a dollar a month, the expenditure for social diversions being practically nothing in all but a few cases. A number of these workers were in the property-owning class. Thirty-one owned either land or houses worth \$500 or more, one owning land worth \$2,400 and another houses valued at \$1,500.

Retail Prices in Denmark October, 1923, and October, 1924

STATISTISKE Efterretninger for November 20, 1924, issued by the Statistical Department of Denmark, gives average retail prices of various commodities for specified localities for October, 1923, and October, 1924. Prices were gathered during the first week of October for Copenhagen, Frederiksberg, and Gentofte communes, all cities, and 110 rural districts.

Commodity	Unit	October, 1923	October, 1924
Wheat flour	per 100 lbs.	1.00	1.00
Rice	per 100 lbs.	1.00	1.00
Barley	per 100 lbs.	1.00	1.00
Oats	per 100 lbs.	1.00	1.00
Beans	per 100 lbs.	1.00	1.00
Peas	per 100 lbs.	1.00	1.00
Sugar	per 100 lbs.	1.00	1.00
Coffee	per 100 lbs.	1.00	1.00
Tea	per 100 lbs.	1.00	1.00
Apples	per 100 lbs.	1.00	1.00
Pears	per 100 lbs.	1.00	1.00
Oranges	per 100 lbs.	1.00	1.00
Lemons	per 100 lbs.	1.00	1.00
Butter	per 100 lbs.	1.00	1.00
Eggs	per 100 lbs.	1.00	1.00
Milk	per 100 lbs.	1.00	1.00
Butter	per 100 lbs.	1.00	1.00
Beef	per 100 lbs.	1.00	1.00
Pork	per 100 lbs.	1.00	1.00
Chicken	per 100 lbs.	1.00	1.00
Veal	per 100 lbs.	1.00	1.00
Lamb	per 100 lbs.	1.00	1.00
Ham	per 100 lbs.	1.00	1.00
Sausages	per 100 lbs.	1.00	1.00
Cod	per 100 lbs.	1.00	1.00
Flour	per 100 lbs.	1.00	1.00
Kitchen	per 100 lbs.	1.00	1.00
Cal	per 100 lbs.	1.00	1.00
Car	per 100 lbs.	1.00	1.00
Pot	per 100 lbs.	1.00	1.00
Pot	per 100 lbs.	1.00	1.00
Salt	per 100 lbs.	1.00	1.00
Wa	per 100 lbs.	1.00	1.00
Soa	per 100 lbs.	1.00	1.00
Pet	per 100 lbs.	1.00	1.00
Co	per 100 lbs.	1.00	1.00
Co	per 100 lbs.	1.00	1.00
Ele	per 100 lbs.	1.00	1.00
Ca	per 100 lbs.	1.00	1.00
Ki	per 100 lbs.	1.00	1.00
Sh	per 100 lbs.	1.00	1.00
So	per 100 lbs.	1.00	1.00

AVERAGE RETAIL PRICES OF VARIOUS COMMODITIES IN SPECIFIED LOCALITIES
IN DENMARK, OCTOBER, 1923, AND OCTOBER, 1924

[1 Ore at par=0.268 cent; 1 kilogram=2.2046 pounds; 1 liter=1.057 quarts; 1 hectoliter=2.838 bushels]

Article	Unit	October, 1923	October, 1924			
		Average for whole country	Copen- hagen	Cities	110 country dis- tricts	Average for whole country
Bread:		Ore	Ore	Ore	Ore	Ore
Rye	4 kg.	101	129	129	128	129
Bolted rye	Kg.	55	70	63	62	65
Wheat	do.	81	100	92	91	94
Flour, fine	do.	45	56	58	57	57
Flour, potato	do.	54	72	71	68	70
Barley grits	do.	48	61	59	57	59
Oat grits	do.	87	101	96	89	95
Remolina	do.	67	73	77	73	74
Rice	do.	82	104	93	87	95
Eggs	do.	110	114	111	104	110
Peas, yellow, shelled	do.	111	118	111	96	108
Peas, canned, coarse	1/2 kg.	88	87	93	93	91
Sugar, loaf, No. 1	Kg.	108	101	104	102	102
Sugar, brown, No. 1	do.	96	88	90	89	89
Coffee	do.	423	534	532	518	528
Tea, common Congo	do.	888	1,026	919	933	959
Apples, evaporated, American	do.	192	263	268	252	261
Apricots, evaporated	do.	307	327	320	317	321
Prunes	do.	129	204	149	139	164
Raisins, Valencia	do.	194	244	215	196	218
Fish balls, Faroe Islands	1/2 kg.	87	85	87	87	86
Butter	Kg.	556	649	629	616	631
Margarine, animal	do.	233	296	258	238	264
Margarine, vegetable	do.	182	202	194	190	195
Vegetable oil	do.	181	198	203	203	201
Cheese, skim-milk	do.	180	233	210	194	212
Eggs, fresh, Danish	20	464	505	469	446	473
Eggs, storage	20	327	389	364	338	364
Milk, sweet	Liter	38	49	40	37	42
Milk, skimmed	do.	13	18	12	11	14
Buttermilk	do.	17	26	14	13	18
Beef, fore quarter	Kg.	209	246	226	223	232
Beef, boneless	do.	312	388	308	298	331
Veal, fore quarter	do.	210	250	229	209	229
Pork, butts	do.	245	255	277	279	270
Pork, backs	do.	62	94	57	62	71
Tenderloin	do.	496	496	454	452	467
Pork, salt	do.	304	361	315	318	331
Mutton, fore quarter, Icelandic	do.	185	225	210	217	217
Ham, smoked, boneless	do.	471	462	490	509	487
Pork fat, seasoned	do.	244	308	276	271	285
Sausage, summer	do.	491	617	473	452	514
Herring, fresh	do.	69	88	86	86	87
Codfish	do.	78	105	75	82	87
Flounders	do.	180	272	186	161	206
Klip fish	do.	146	171	169	161	167
Cabbage	do.	17	15	18	18	17
Carrots	do.	22	29	24	22	25
Potatoes, large quantities	50 kg.	609	1,041	827	754	874
Potatoes, small quantities	Kg.	17	24	22	20	22
Salt, kitchen	do.	18	20	19	18	19
Washing soda, American	do.	16	17	18	17	17
Soap, brown, best	do.	92	94	94	91	93
Petroleum, water white	Liter	30	29	28	28	28
Coal, nut, Scotch	Hectoliter	475	469	463	454	462
Coke, crushed, delivered	do.	403	416	407	417	413
Electricity	Kilowatt	61	50	62	67	60
Gas	Cu. m.	35	25	33	36	31
Kindling	Kg.	11	14	10	10	11
Shoes, men's, box calf, sewed	Pair	2,444	2,599	2,492	2,526	2,539
Soling and heeling, men's shoes	do.	820	843	841	791	825

Cost of Living in Madrid¹

A RECENT study has been made in Madrid of the cost of living for a working man of the lower classes and his family. The budget is made on the basis of a family of five—father, mother, and three children between the ages of 3 and 13. The total budget amounts to 5,354 pesetas² (\$723) for the year. Of this amount, \$467 is estimated as the cost of food, \$57 housing, \$118 clothing, and \$81 miscellaneous expenses. It is stated, however, that the amount of the budget considerably exceeds the wage of the majority of the workers.

¹ From Commerce Reports, Dec. 1, 1924, p. 517.

² In this account the current exchange rate of the peseta—13.5 cents—was used; peseta at par=19.3 cents.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100	
100	101	102	103	104	105	106	107	108	109	110	111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200
200	201	202	203	204	205	206	207	208	209	210	211	212	213	214	215	216	217	218	219	220	221	222	223	224	225	226	227	228	229	230	231	232	233	234	235	236	237	238	239	240	241	242	243	244	245	246	247	248	249	250	251	252	253	254	255	256	257	258	259	260	261	262	263	264	265	266	267	268	269	270	271	272	273	274	275	276	277	278	279	280	281	282	283	284	285	286	287	288	289	290	291	292	293	294	295	296	297	298	299	300
300	301	302	303	304	305	306	307	308	309	310	311	312	313	314	315	316	317	318	319	320	321	322	323	324	325	326	327	328	329	330	331	332	333	334	335	336	337	338	339	340	341	342	343	344	345	346	347	348	349	350	351	352	353	354	355	356	357	358	359	360	361	362	363	364	365	366	367	368	369	370	371	372	373	374	375	376	377	378	379	380	381	382	383	384	385	386	387	388	389	390	391	392	393	394	395	396	397	398	399	400
400	401	402	403	404	405	406	407	408	409	410	411	412	413	414	415	416	417	418	419	420	421	422	423	424	425	426	427	428	429	430	431	432	433	434	435	436	437	438	439	440	441	442	443	444	445	446	447	448	449	450	451	452	453	454	455	456	457	458	459	460	461	462	463	464	465	466	467	468	469	470	471	472	473	474	475	476	477	478	479	480	481	482	483	484	485	486	487	488	489	490	491	492	493	494	495	496	497	498	499	500
500	501	502	503	504	505	506	507	508	509	510	511	512	513	514	515	516	517	518	519	520	521	522	523	524	525	526	527	528	529	530	531	532	533	534	535	536	537	538	539	540	541	542	543	544	545	546	547	548	549	550	551	552	553	554	555	556	557	558	559	560	561	562	563	564	565	566	567	568	569	570	571	572	573	574	575	576	577	578	579	580	581	582	583	584	585	586	587	588	589	590	591	592	593	594	595	596	597	598	599	600
600	601	602	603	604	605	606	607	608	609	610	611	612	613	614	615	616	617	618	619	620	621	622	623	624	625	626	627	628	629	630	631	632	633	634	635	636	637	638	639	640	641	642	643	644	645	646	647	648	649	650	651	652	653	654	655	656	657	658	659	660	661	662	663	664	665	666	667	668	669	670	671	672	673	674	675	676	677	678	679	680	681	682	683	684	685	686	687	688	689	690	691	692	693	694	695	696	697	698	699	700
700	701	702	703	704	705	706	707	708	709	710	711	712	713	714	715	716	717	718	719	720	721	722	723	724	725	726	727	728	729	730	731	732	733	734	735	736	737	738	739	740	741	742	743	744	745	746	747	748	749	750	751	752	753	754	755	756	757	758	759	760	761	762	763	764	765	766	767	768	769	770	771	772	773	774	775	776	777	778	779	780	781	782	783	784	785	786	787	788	789	790	791	792	793	794	795	796	797	798	799	800
800	801	802	803	804	805	806	807	808	809	810	811	812	813	814	815	816	817	818	819	820	821	822	823	824	825	826	827	828	829	830	831	832	833	834	835	836	837	838	839	840	841	842	843	844	845	846	847	848	849	850	851	852	853	854	855	856	857	858	859	860	861	862	863	864	865	866	867	868	869	870	871	872	873	874	875	876	877	878	879	880	881	882	883	884	885	886	887	888	889	890	891	892	893	894	895	896	897	898	899	900
900	901	902	903	904	905	906	907	908	909	910	911	912	913	914	915	916	917	918	919	920	921	922	923	924	925	926	927	928	929	930	931	932	933	934	935	936	937	938	939	940	941	942	943	944	945	946	947	948	949	950	951	952	953	954	955	956	957	958	959	960	961	962	963	964	965	966	967	968	969	970	971	972	973	974	975	976	977	978	979	980	981	982	983	984	985	986	987	988	989	990	991	992	993	994	995	996	997	998	999	1000

WAGES AND HOURS OF LABOR

Wages in Nanking, China

THE CHINESE Economic Bulletin, October 11 and 18, 1924, which is published by the Chinese Government Bureau of Economic Information, gives the wages paid to employees in satin mills and to barbers in Nanking.

Nanking is a well-known satin manufacturing center, the market for the poorest grade being found in Manchuria and in Mongolia and for the best variety in Peking and in Shanghai. Both plain and figured satin are manufactured. Weavers and designers are paid on a piecework basis, and a weaver receives 120 cash (12 coppers) for each foot of satin woven, while for finishing each foot of designed satin a designer receives 55 cash (5½ coppers). This rate applies for satin with 7,000 and 9,000 threads or yarns in the warp, while for satin of the best grade, 12,000 yarn, the pay is better. Free board is given the factory operatives.

There are about 300 barber shops in Nanking, in which approximately 2,000 barbers are employed. The employees are not paid regular wages; their remuneration varies according to profits, the monthly earnings of skilled workers averaging about \$12 or \$13. Free board and lodging are provided by the employer. Apprentices are required to deposit \$50 to cover board and lodging when they begin their period of apprenticeship and receive no pay during the first year, but after that they are given a monthly allowance of 200 cash (20 coppers).

Salaries and Trade-Union Rights of French Civil-Service Employees

ACCORDING to Industrial and Labor Information, Geneva, October 27, 1924 (pp. 31-34), two controversies involving the questions of adjustment of salaries of French civil servants and of their right to organize have recently been settled.

The question of an adjustment of salaries had been pending since December, 1923, at which time it was decided by Parliament that a general revision of salaries and bonuses should take place not later than October 31, 1924. The various organizations of civil-service employees were not satisfied with the proposal of Parliament to allow an increase of 50 per cent in family allowances and 33 per cent in lodging allowance, for which a credit of 290,000,000 francs¹ was included in the budget, but carried the question into the last election, obtaining many promises from candidates. The work of reviewing the salary scales was taken up later by an interdepartmental commission on which the employees were represented.

¹ Franc at par=19.3 cents; exchange rate varies.

The employees demanded salary revision, on the ground of a 50 per cent increase in the cost of living as compared with 1919, and an increase in the minimum salary of 3,800 francs to 6,000 francs, while the Government members of the commission favored basing the revision on the 1914 rates, with a minimum salary of 5,200 francs. After a refusal of the employees to take further part in the work of the commission unless the minimum cost of subsistence was conceded to be 6,000 francs, and various attempts by the commission and by the Government to reach an agreement, a settlement was reached at a meeting called by the Prime Minister on October 15, which conceded the civil servants' claim to a minimum salary of 6,000 francs.

The question of the right of civil-service employees to organize into trade-unions, which was prohibited by a decree² of the Council of State of January 17, 1922, has been settled provisionally by the Minister of the Interior, who, in a circular addressed to prefects, recommended not only that no obstacle should be placed in the way of relations between the administrative services and the civil servants' trade-union organizations, but that such relations should be encouraged. The circular was in fact considered to be an official recognition of the trade-unions.

Wages of French Metal Workers and Port Laborers

A CONSULAR report from Nantes, France, dated October 29, 1924, states that a new wage agreement for one year has been concluded by the shipbuilding interests and the metal workers' union, representing 20,000 workers. The increase amounted to 5 per cent of the cost-of-living bonus and to 10 centimes per hour for workmen over 18 years of age not receiving more than 1.55 francs per hour, 20 centimes³ per hour for those receiving an hourly wage of 1.80 francs, and 5 centimes per hour for all workers under 18 years of age, including apprentices. As a result of a nine-days strike at Brest the daily wage of port laborers was increased from 16.50 francs to 18.50 francs.

English Railway Wages and Earnings, 1923 and 1924

THE Ministry of Labor Gazette (London) gives in its issue for October, 1924, a brief summary of a report issued by the Ministry of Transport dealing with the numbers employed on English railways and their wages and earnings in March, 1923 and 1924. Using March as the month for comparison, the total number employed shows the following variations through four consecutive years: March, 1921, 735,870; March, 1922, 676,802; March, 1923, 681,778; March, 1924, 700,573.

These numbers include all persons actually employed, except staff not directly employed by the companies (e. g., staff employed by contractors). In order to arrive at the number of full-time workers in March, 1924, all broken time

² See MONTHLY LABOR REVIEW, April, 1922, p. 214.

³ Franc at par=19.3 cents; centime=0.193 cent; exchange rate varies.

has been aggregated in respect of each grade and divided by the normal weekly hours, the resultant figure being added to the number of staff who were paid for a full week. In previous years persons who were paid for time equivalent to less than three days in a week were excluded from the returns.

Another table deals with wages and earnings for adult males in the principal grades of workers, all extras being included.

The average salary is calculated on the basis of 6/313ths of the annual salaried rate, including residual bonus, if any. The average wage is based on the standard rate (plus bonus additions, if any, under sliding scale); in the case of mechanics and artisans it is arrived at by adding the war wage to the standard or basic rate. The average earnings represent salaries or wages, residual bonus (if any), war wage, piecework earnings, tonnage bonus, payments for overtime, Sunday duty and night duty, commuted allowance, and any other payments for work performed, but exclude compensation allowance, traveling and out-of-pocket expenses and meal and lodging allowances.

Thus calculated, they give the following figures:

AVERAGE WEEKLY WAGES AND EARNINGS OF RAILWAY EMPLOYEES IN GREAT BRITAIN, MARCH, 1923 AND 1924, BY OCCUPATION
[Shilling at par=24.3 cents; penny=2.03 cents]

Occupation	Week ending Mar. 29, 1924		Week ending Mar. 24, 1923	
	Average weekly salary or wages	Average weekly earnings	Average weekly salary or wages	Average weekly earnings
	s. d.	s. d.	s. d.	s. d.
Carters.....	52 5	58 3	54 8	58 1
Checkers.....	54 8	59 5	56 10	59 11
Clerks.....	81 0	84 10	80 4	83 6
Engine cleaners.....	46 7	53 2	47 10	52 10
Engine drivers and motormen.....	86 10	106 0	86 8	101 7
Firemen and assistant motormen.....	64 11	78 6	65 1	75 10
Guards.....	63 7	75 6	63 8	72 6
Permanent way gangers.....	55 1	61 8	56 7	63 7
Permanent way undermen.....	49 10	56 5	51 4	56 7
Porters (freight staff).....	50 1	53 10	51 7	53 4
Porters (passenger department).....	46 5	50 9	47 4	52 0
Shunters, Class 1.....	65 0	74 7	64 9	74 5
Shunters, Class 3.....	55 0	63 0	55 6	61 2
Signalmen.....	58 7	68 4	59 4	68 4
Station masters, yardmasters, etc.....	103 11	112 2	104 0	112 10
Supervisory staff (inspectors and foremen).....	95 9	106 1	96 5	104 10
Mechanics and artisans:				
Erectors, fitters, and turners.....	62 9	79 1	62 7	77 1
Car builders and repairers.....	59 5	77 6	57 9	74 3
Machinists and machinemen.....	54 10	73 0	54 7	69 0
Smiths, locomotive, car department.....	63 3	82 0	63 7	77 4
Laborers, locomotive, car department.....	45 10	56 7	45 11	54 3
Laborers, civil engineering.....	45 10	51 3	46 0	49 8

Standardization of Wages on English Street Railways

IN JULY, 1924, the Transport and General Workers' Union presented a claim to the national joint industrial council of the street-railway industry for a change in wages and conditions throughout the country. The main points of the demand, as given in the Labor Magazine for August, 1924, were as follows:

- Fixing of standard rates of wages for all grades of workers.
- Classification of the whole of the tramway authorities into four groups.
- Advance of 10 per cent in wages.
- Stabilization of the new standard rate of wages for a definite period.
- Payment for night work at the rate of time and a quarter.

Except in regard to wages and night work, the claim excluded the workers in the London metropolitan area.

The council referred these claims to a special tribunal, which held a number of hearings and meetings before issuing a report, which is given in some detail in the *Manchester Guardian* for November 5, 1924. The report adopts the principle of standardization, and for wage purposes classifies the street-railway undertakings represented on the national council into six main groups. Eleven are excluded from the report on the ground that special circumstances make the general rulings inapplicable to them. For three of these the report recommends a continuance of present wages and conditions, and it refers eight to the national council for individual settlements. For the remainder it presents a scheme of grouping and grading governed by the following considerations:

1. That no employee shall suffer a reduction of wages.
2. That no employee shall, as a result of any adjustment pursuant to our decision, receive a weekly increase of wages in excess of 1s. 6d.,¹ and
3. That present rates be calculated to the nearest sixpence.

In accordance with these principles the report sets the following entrance and maximum rates for motormen and conductors in the six different district groups, the rates being based on a 48-hour week:

WAGES RECOMMENDED BY SPECIAL TRIBUNAL FOR EMPLOYEES OF ENGLISH STREET RAILWAYS

Class	Motormen		Conductors	
	Initial weekly rate	Maximum weekly rate	Initial weekly rate	Maximum weekly rate
Group 1.....	s. d. 60 6	s. d. 63 6	s. d. 56 6	s. d. 59 6
Group 2.....	58 6	61 6	54 6	57 6
Group 3.....	56 6	59 6	52 6	55 6
Group 4.....	54 6	57 6	50 6	53 6
Group 5.....	52 6	55 6	50 0	51 6
Group 6.....	50 6	53 6	48 0	49 6

For adult male car cleaners the following weekly rates are set for day work, the normal working week in each company being used as a basis: For groups 1 and 2, 56s.; groups 3 and 4, 54s.; groups 5 and 6, 52s.

The semiskilled and unskilled men employed about depots are to be classified into three grades, the weekly rate for the lowest grade ranging from 52s. to 56s. and for the highest from 56s. 6d. to 63s. 6d., according to the district. The wages of a number of other workers are left for determination after further evidence has been presented as to duties, responsibilities, and the like.

The matter of night work is thus dealt with:

The tribunal recommend that 4s. per normal week, as an added or extra rate, be paid for night work over the corresponding weekly wage paid for the same class of work done by day in undertakings outside the metropolitan area, and 6s. per normal week in undertakings inside the metropolitan area.

As there are a number of gradings to be settled, the tribunal recommend, in order to enable the national joint industrial council to get matters settled, that the added rate for night work should not come into force till January 1, 1925.

The report indorses the plan of stabilizing wages for a definite period, recommending that if the report is adopted it should come into

¹ Shilling at par—24.3 cents; penny—2.03 cents; exchange rate varies.

effect on the expiration of the national agreement of September 28, 1922, and should continue in force, subject to three months' notice by either side of the council, but provides that no such notice is to be given before December 31, 1925.

The Ministry of Labor Gazette (London) states in its issue for November, 1924, that the joint industrial council resolved on November 13 to accept the decision and report, and recommended "that the decision be given effect to as from and including November 18, 1924, except in respect of added pay for night work, which will operate from and including January 1, 1925."

Wages in Tokio and in Osaka, Japan

THE following wages of workers in various occupations in Tokio and in Osaka in June, 1924, are given in Commercial Osaka, October, 1924 (p. 27):

DAILY WAGES IN VARIOUS OCCUPATIONS IN TOKIO AND IN OSAKA JUNE, 1924

[1 yen at par=49.85 cents]

Occupation	Tokio	Osaka	Occupation	Tokio	Osaka
	Yen	Yen		Yen	Yen
Silk reellers: Female	0.92		Bricklayers	4.50	3.50
Cotton spinners: Female	1.04	1.07	Painters	3.80	3.00
Silk yarn spinners: Female	1.17		Mat makers	3.00	2.60
Cotton weavers: Female	3.50		Glass workers	2.00	2.02
Hosiery weavers:			Cement workers	3.21	1.40
Male	1.60	1.91	Brick molders	1.72	2.15
Female	1.00	1.13	Match workers	1.50	2.35
Silk printers		2.50	Rubber-goods workers		1.28
Rope makers		1.94	Japanese-paper workers	1.20	
Blacksmiths	2.36	1.80	Foreign-paper workers	1.50	1.75
Lathe operators	4.46	2.47	Celluloid-goods workers		1.53
Copper mill workers		2.80	Oil pressers	1.80	2.20
Smelting workers	3.96	2.46	Paint makers		1.73
Porcelain workers	2.30	2.42	Soap makers		1.50
Leather-goods workers		2.20	Wooden-pipe makers		1.65
Shoemakers	2.00	2.91	Joiners	4.00	3.00
Paper hangers		2.50	Carriage makers		2.90
Lacquer painters		2.00	Wooden-pattern makers		2.50
Cabinetmakers		3.00	Paper-box makers		1.36
Wood engravers	4.22		Brush workers		2.00
"Sake" distillers	1.80		Shell-button makers		1.90
Soy brewers	2.50	1.65.00	Hat makers		1.64
Sugar refiners	1.77	1.81	Umbrella makers		2.90
Millers, flour	2.12	1.75	Tailors	3.00	3.00
Confectioners	2.00	1.87	Gardeners		2.90
Canners	3.50	2.00	Porters		2.80
Wire-rope workers	2.30		Maid servants	1.17	1.27.00
Typesetters	5.00		Servants, male		1.34.00
Bookbinders		2.30	Farm hands		2.00
Carpenters	3.50	3.50	Fishermen	1.10	
Plasterers	4.80	4.00	Electric linemen		1.73
Woodworkers		2.50	Telegraph linemen		1.78
Stonemasons	3.00	4.00	Street car linemen		1.94
Tile layers	3.80	4.20			

¹ Per month.

² Per year.

Wages in Saltillo, Mexico

THE following statement of daily wages paid in Saltillo, Mexico, is taken from a consular report dated October 15, 1924:

Industry	Skilled workers (pesos) ¹	Unskilled workers (pesos) ¹
Cotton goods:		
Males	3.50	2.00
Females	2.50	1.50
Flour mills, males	2.50	1.50
Mining and smelting, males	3.50	1.25

¹ Peso at par=49.85 cents; exchange rate varies.

Average Wages in Certain Swedish Industries, 1913 and 1923

SOCCIALA Meddelanden No. 11, 1924, issued by the Swedish Labor Board (*Socialstyrelsen*), shows average earnings for workers in various industries in Sweden per year and per hour in 1913 and 1923, together with index numbers showing increases in 1923, as compared with 1913. These figures are given in the table below.

Differences in yearly and hourly wages from 1913 to 1923 are due to decreased hours of work during this period, caused principally by the introduction of the eight-hour day, by the general depression, and (in the case of some industries) by long-continued labor disputes. This last was especially true of the iron and steel works, sawmills, and paper-pulp factories in 1923.

AVERAGE EARNINGS PER YEAR AND PER HOUR FOR ADULT MALE WORKERS IN SPECIFIED INDUSTRIES IN SWEDEN IN 1913 AND 1923

[Krona at par=26.8 cents; exchange rate varies]

Industry	Average earnings per year			Average earnings per hour		
	1913	1923	Index numbers (1913=100)	1913 ¹	1923	Index numbers (1913=100)
Mining, etc.	Kronor 1,528	Kronor 2,154	141	Kronor 0.62	Kronor 1.17	189
Iron and steel works	1,173	1,600	136	.44	.91	207
Iron and steel manufactures	1,207	2,336	194	.42	1.06	252
Machine shops	1,329	2,518	189	.46	1.12	243
Electrical shops	1,133	2,733	241	.41	1.17	285
Metal manufactures	1,274	2,685	211	.45	1.18	262
Gold and silver manufactures	1,646	3,629	220	.62	1.72	277
Coal mines	1,058	1,976	187	.48	.92	192
Peat	837	1,219	146	.40	.69	173
Stone works	846	1,552	183	.29	.91	314
Building materials	1,086	2,208	203	.38	1.02	268
Porcelain and clay goods factories	1,443	2,660	184	.52	1.15	221
Glass works	1,188	2,043	172	.46	.92	200
Timber floating	470	2,186	465	.41	.94	229
Saw and planing mills	1,055	1,885	179	.41	.95	232
Joinery and furniture factories	1,127	2,379	211	.40	1.05	263
Other wood products	1,253	2,644	211	.43	1.15	267
Paper-pulp factories	1,296	1,938	150	.44	.98	223
Paper mills	1,155	2,065	179	.38	.88	232
Other paper	1,308	2,272	174	.47	1.05	223
Printing	1,590	3,487	219	.63	1.42	225
Mills	1,318	2,856	217	.45	1.17	260
Yeast factories	1,341	2,920	218	.43	1.26	293
Bakeries	1,406	3,454	246	.52	1.46	281
Raw-sugar mills and refineries	1,305	2,330	179	.40	.96	240
Chocolate factories	1,329	2,900	225	.47	1.25	266
Breweries, etc.	1,502	3,205	213	.52	1.32	254
Slaughtering and meat packing	1,302	2,959	227	.46	1.22	265
Other food	1,334	2,553	191	.47	1.01	215
Spinning and weaving mills	1,010	2,129	211	.35	.90	257
Clothing factories	1,491	3,359	225	.56	1.45	259
Hat and cap factories	1,553	2,692	173	.63	1.15	183
Tanneries	1,161	2,584	223	.40	1.09	273
Furs and hides	1,352	2,888	214	.50	1.27	254
Shoe factories	1,305	2,766	212	.49	1.21	247
Rubber-goods factories	1,306	2,344	179	.38	1.03	271
Other leather	1,303	2,541	183	.49	1.16	237
Dye and oil factories	1,202	2,674	222	.42	1.14	271
Fertilizer	1,466	2,688	182	.49	1.09	222
Explosives	1,279	2,668	209	.47	1.18	251
Match factories	1,055	1,914	181	.37	1.02	276
Other chemical technical	1,274	2,465	193	.47	1.02	217
Building	1,521	3,182	209	.54	1.41	261
Painting and glazing	1,790	3,649	204	.62	1.62	261
Power and light	1,302	3,191	245	.46	1.33	289
Trade and storage	1,231	2,936	238	.41	1.24	302
Railways (private)	1,200	2,756	230	.39	1.15	295
Taxis, teamsters, etc.	1,302	3,207	246	.43	1.26	293
Loading and unloading	1,265	3,261	258	.63	1.66	263
All industries	1,241	2,482	200	.45	1.12	249

¹ Approximate figures.

PRODUCTIVITY OF LABOR

Effect of Short Time on Speed of Production

THE JOURNAL of Industrial Psychology (London), in its issue for October, 1924, has an article giving the results of studies made by H. M. Vernon and T. Bedford on the influence on output of short time, as distinguished from short daily hours. The studies related to several different occupations and industries, but their results agreed well with one another.

All the workers concerned were experienced, and had been engaged at their work for 18 months or more before the statistical periods studied. They were all of them on piece rates, and as far as we could ascertain they were working to the best of their ability. When they were put onto short time, they maintained their usual length of working-day, but they missed out one or more days of the week altogether. Saturday mornings were dropped first, then Mondays, and then Fridays.

The data given relate to three groups of workers. First, a group of 38 girls engaged in carton making, whose output was recorded for a period of nearly two years, during which they worked an 8-hour day for 3, 3½, 4, 4½, or 5 days a week. Second, a group of 24 girls engaged in labeling small packages, whose output was obtained for 14 months, during which they worked for five months on a 4-day week, for two months on a 5-day week, for five months on a 5½-day week (nominally 44 hours), and then for two months a 48-hour week. The third group consisted of men engaged in heel building, or nailing together pieces of leather by means of machines, whose output was ascertained for a year, during the first third of which they worked a 3-day week, then a 4 or a 4½-day week, and then for two months a 48-hour week.

With all of these it was found that the speed of production was at its lowest when the weekly hours were under 25, and that as hours increased, speed of output also increased up to a point somewhere near 40 hours a week. The carton makers did not exceed 40 hours a week during the period covered, so that for them the study is incomplete, but for the other two groups it was found that after reaching a certain point speed of output began to diminish as weekly hours increased. With the labelers the greatest speed of production was reached with a working week of 5 days (38.1 hours), and a decrease set in as hours exceeded this point. "Thus it was 2 per cent less when 43 hours were worked, and 3.3 per cent less when 47.4 hours were worked." With the heel builders, the maximum speed of production coincided with a week of 39 hours, corresponding to a 4½-day week, and a decrease of 4 per cent took place when hours were lengthened to the full 48-hour week.

The writers feel that these results emphasize the need of caution in comparing data on output.

These sets of data indicate that if comparisons of hourly output are made only at two lengths of working week apparently contradictory results may be obtained. For instance, we found that the heel builders when on a 32.5-hour week had exactly the same hourly output as when on a 46.7-hour week. We might therefore have come to the erroneous conclusion that their output was unaffected by the length of the working week. It is evident that the effect of the length of working week on output is controlled by two opposing factors.

While admitting that psychic factors may play an important part in regard to output, the writers feel that these results show clearly the effect of fatigue and lack of practice.

Many previous investigations have shown that the longer the number of hours worked the less the speed of production, owing to the influence of fatigue. Why, then, does the speed tend to improve with longer hours of work, provided that they are less than about 40 per week? There can be little doubt that this is partly due to the loss of skill entailed by the extended "week-end" rest from work. The longer this rest the greater the loss of manual dexterity and the greater its retarding influence on output. It is well known that (in full-time work) the Monday output is always poor and distinctly inferior to that observed on subsequent days. One of us showed that the maximum output might occur on the second, third, fourth, or fifth day of the working week, its position being earlier and earlier, the more fatiguing the hours and other conditions of work. Presumably the regular daily practice causes an improvement of manual skill throughout the week, but this improvement is overpowered, sooner or later, by the effects of cumulative fatigue.

It is to be remembered that the above-described variations of output with length of working week hold only for the particular conditions stated. If, for instance, a worker were allowed to work for four hours a day on each day of the week instead of eight hours on three consecutive days, it is probable that his speed of production would considerably increase, as he would be less fatigued by the short working-day, and he would not have a long week end in which to lose his manual skill.

Production of French Coal and Iron Mines and Output per Worker, April to June, 1924

STATISTICS relative to the operation of French coal and iron mines for the second quarter of 1924 were published in the Bulletin du Ministère du Travail (Paris), July-September, 1924 (pp. 222, 223). From these statistics, tables showing the total number of workers, the number of underground workers, the total amount of coal and iron mined per month, and the output per person per month for the period covered have been prepared. Metric tons of coal and iron mined have been converted into tons of 2,000 pounds.

The two tables following show the number of coal mine workers, the total amount of coal mined, and the average output per worker per month in the second quarter of 1924:

NUMBER OF COAL MINE WORKERS AND TOTAL AMOUNT OF COAL MINED IN FRANCE IN SECOND QUARTER OF 1924, BY DISTRICT AND MONTH

District	Total workers			Underground workers			Total tons (2,000 pounds) mined		
	April	May	June	April	May	June	April	May	June
Alais.....	19,034	19,117	19,049	11,458	11,554	11,418	202,222	197,764	188,895
Arras.....	118,252	118,207	118,722	88,296	88,273	88,585	1,654,029	1,678,241	1,613,085
Bordeaux.....	596	606	603	363	382	367	5,680	5,233	5,235
Clermont-Ferrand.....	10,398	10,535	10,306	6,859	6,964	6,813	139,114	135,314	125,627
Douai.....	48,655	48,568	48,885	32,634	32,570	32,772	616,721	615,799	591,017
Lyon.....	15,319	15,562	15,229	9,789	9,979	9,736	270,104	277,795	251,543
Marseille.....	4,515	4,577	4,442	3,005	3,067	2,955	81,526	82,957	78,310
Nancy.....	1,674	1,671	1,681	1,049	1,053	1,051	11,188	11,131	10,484
Nantes.....	572	571	566	416	421	411	5,344	5,668	5,559
Saint-Étienne.....	27,393	27,650	26,955	18,491	18,736	18,151	385,671	378,745	357,098
Strassburg.....	29,510	28,713	29,660	21,388	21,192	21,515	458,557	497,036	451,074
Toulouse.....	13,238	13,323	13,172	8,889	8,962	8,856	183,094	184,892	176,273
Total.....	289,156	289,109	289,270	202,737	203,153	202,630	4,013,251	4,070,573	3,854,188
Saar Basin.....	73,836	74,193	74,244	55,754	55,927	56,015	1,239,358	1,291,642	1,154,443

¹Not the exact sum of the items, but is as given in the report.

AVERAGE OUTPUT OF COAL PER WORKER IN COAL-MINING DISTRICTS OF FRANCE, SECOND QUARTER OF 1924, BY DISTRICT AND MONTH

District	Average output (tons of 2,000 pounds)					
	All workers			Underground workers		
	April	May	June	April	May	June
Alais	10.62	10.34	9.92	17.65	17.12	16.54
Arras	13.99	14.19	13.59	18.74	19.01	18.21
Bordeaux	9.53	8.64	8.68	15.65	13.70	14.26
Clermont-Ferrand	13.38	12.84	12.19	20.28	19.43	18.44
Douai	12.68	12.68	12.09	18.90	18.91	18.03
Lyon	17.63	17.85	16.52	27.59	27.84	25.84
Marseille	18.06	18.12	17.63	27.13	27.05	26.50
Nancy	6.68	6.66	6.24	10.67	10.57	9.98
Nantes	9.34	9.93	9.82	12.85	13.46	13.53
Saint-Étienne	14.08	13.70	13.25	20.86	20.21	19.67
Strasbourg	15.54	17.31	15.21	21.44	23.45	20.97
Toulouse	13.83	13.88	13.38	20.60	20.63	19.90
Total	13.88	¹ 14.08	13.32	¹ 19.80	20.04	19.01
Saar Basin	16.79	17.41	15.55	22.23	23.10	20.61

¹ Based on the total given in the preceding table.

The following table shows the total number of iron-mine workers, the amount of iron mined, and the average output per employee per month in the various iron-mining districts of France in the second quarter of 1924:

NUMBER OF IRON-MINE WORKERS, TOTAL AMOUNT OF IRON MINED, AND AVERAGE OUTPUT PER EMPLOYEE IN FRANCE IN SECOND QUARTER OF 1924, BY DISTRICT AND MONTH

District	Number of workers			Total tons (2,000 pounds) mined			Average output per employee (tons of 2,000 pounds)		
	April	May	June	April	May	June	April	May	June
Lorraine:									
Metz, Thionville	9,326	9,606	9,666	1,018,031	1,064,998	1,019,317	109.16	110.87	105.45
Briey, Longwy	9,768	10,257	10,530	1,151,730	1,240,052	1,191,031	117.91	120.90	113.11
Nancy	924	958	995	62,788	64,983	62,224	67.95	67.83	62.54
Normandy	1,421	1,480	1,401	77,204	81,215	74,186	54.33	54.88	52.95
Anjou, Brittany	818	828	804	34,933	36,260	33,778	42.77	43.79	42.01
Indre	66	66	56	1,396	1,888	1,675	21.15	28.61	29.91
Sud-Ouest (Lot-et-Garonne)	11	13	11	303	875	703	27.55	67.32	63.91
Pyrenees	1,042	1,085	990	24,662	25,476	24,936	23.67	23.48	25.19
Tarn, Herault, Aveyron	87	73	76	1,690	1,619	1,430	19.43	22.18	18.82
Gar, Ardèche, Lozère	95	96	95	2,379	2,618	2,658	25.04	27.27	27.98
Total	¹ 23,588	24,462	24,624	² 2,364,093	² 2,519,986	² 2,411,937	³ 100.22	103.02	97.95

¹ Not the exact sum of the items, but is as given in the report.² Based on the figures given.

MINIMUM WAGE

Recent Wage Order, Massachusetts

A STATEMENT furnished to this Bureau by the Massachusetts Department of Labor and Industries contains the information that the State minimum wage commission has entered a new decree, effective April 1, 1925, covering the wages of women employed in canning and preserving establishments and in the manufacture of minor lines of confectionery and miscellaneous food preparations.

This decree provides a minimum rate of \$13 a week for women 18 years of age or older, with six months' experience. Special rates ranging from \$8 to \$12 a week are fixed for learners and minors according to age and length of employment.

The action of the commission is taken on recommendation of the wage board for the combined lines of industry which was in session this fall.

Prolongation of Minimum Wage Act of Norway

MEDDELELSERBLAD for July-August, 1924, issued by the Norwegian National Federation of Trade Unions, states that the minimum wage act for commercial employees in Norway has been extended for one year.

WOMAN AND CHILD LABOR

Federal Control of Child Labor: A List of References

Compiled by LAURA A. THOMPSON, LIBRARIAN, U. S. DEPARTMENT OF LABOR

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Signed: Morgan J. O'Brien, Clement Manly, W. P. Bynum, Junius Parker, W. M. Hendren, counsel for appellees.

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Child life must be conserved. [Editorial.]

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[Statement regarding position of the production departments of the Government concerning child labor.]

Official Bulletin (U. S. Committee on Public Information), July 13, 1918, p. 3; July 20, 1918, p. 15; September 30, 1918, p. 15.

Ruling that all Government contracts should meet the requirements of the Federal child labor act. Federal Children's Bureau was charged with the enforcement of the child-labor contract clause.

"WAR POWER" TO RESTRICT CHILD LABOR.

Survey, October 26, 1918, v. 41, pp. 103-104.

Second Federal Child Labor Law, 1919-1922³

BATES, J.

Federal child-labor tax.

Chicago Legal News, May 29, 1919, v. 51, p. 348.

BRADY, DAVID.

Forecast of the Supreme Court decision on the child-labor tax law.

American Child, August, 1919, v. 1, pp. 115-117.

BRONAUGH, M.

Regulation of child labor by Federal taxation.

Law Notes, April, 1919, v. 23, pp. 7-9; Chicago Legal News, May 15, 1919, v. 5, pp. 334-335.

³ Passed by Congress Feb. 24, 1919. Was declared unconstitutional by the Supreme Court May 15, 1922.

CHILD LABOR IN THE COURTS.

School and Society, September 3, 1921, v. 14, pp. 128-129.

CONSCIENCE, CONGRESS AND THE CONSTITUTION.

Child Labor Bulletin, February, 1919, v. 7, pp. 229-234.

FEDERAL CHILD-LABOR LEGISLATION.

School and Society, January 4, 1919, v. 9, pp. 25-26.

FEDERAL LEGISLATION ON CHILD LABOR.

Elementary School Journal, September, 1921, v. 22, pp. 4-5.

FEDERAL TAXATION OF CHILD LABOR.

Virginia Law Review, November, 1919, v. 6, pp. 115-120.

LENROOT, IRVINE L.

Taxing child labor out of industry.

Child Labor Bulletin, February, 1919, v. 7, pp. 254-256.

LOVEJOY, OWEN R.

Federal labor legislation.

(In American Labor Year Book, 1919-1920. New York, 1920, pp. 224-230.)

NATIONAL CHILD LABOR LAW.

Outlook, September 7, 1921, v. 129, p. 5.

THE NEW FEDERAL CHILD LABOR LAW.

American Child, May, 1919, v. 1, pp. 8-10.

A NEW WEAPON AGAINST CHILD LABOR.

Literary Digest, January 4, 1919, v. 60, p. 14.

On the use of the taxing power of Congress.

REGULATING CHILD LABOR BY FEDERAL TAXATION.

Yale Law Journal, January, 1922, v. 31, pp. 310-314.

SENATE FOR TAX ON CHILD LABOR.

Survey, December 28, 1918, v. 41, p. 405.

On the child-labor amendment to the revenue bill.

TAXES TO DRIVE OUT CHILD LABOR.

Survey, November 23, 1918, v. 41, p. 221.

UNITED STATES. Congress. House.

[Debate in the House, February 8, 1919, on Senate amendment to the revenue bill providing tax on employment of child labor.]

Congressional Record, 65th Cong., 3d sess., v. 57, pt. 1, pp. 3029-3035.

Debate on the conference report. Includes remarks by Representatives Gard, Humphreys, Rainey, and Venable.

Senate.

[Debate in the Senate, December 18, 1918, on the Senate committee amendment to the revenue bill providing for a tax on employment of child labor.]

Congressional Record, 65th Cong., 3d sess., v. 57, pt. 1, pp. 609-621.

Remarks by Senators France, Hardwick, Kellogg, Kenyon, Lenroot, Lodge, Overman, Pomerene, Smith of South Carolina, and Thomas.

Administration of Act**ALLEN, NILA F.**

The Federal child-labor law [and discussion].

(In Association of Governmental Labor Officials of the United States and Canada. Proceedings, 1920. Washington, 1921, pp. 141-146.)

— Federal cooperation with State in the administration of the child-labor tax law [and discussion].

(In Association of Governmental Labor Officials of the United States and Canada. Proceedings, 1919. Washington, 1920, pp. 147-155.)

— Report on child-labor tax.

(In Association of Governmental Labor Officials of the United States and Canada. Proceedings, 1921. Washington, 1922, pp. 31-32.)

CHILD-LABOR TAX DETAILS.

Textile World, April 26, 1919, v. 55, p. 2494.

UNITED STATES. *Laws, statutes, etc.*

Revenue bill of 1918. An act showing the bill (H. R. 12863) to provide revenue, and for other purposes, as agreed to in conference and passed by the Congress and presented to the President of the United States. Washington, 1919. 106 pp. (65th Cong., 3d sess. S. Doc. 385.)

Title XII—Tax on employment of child labor, pp. 91-93.

United States law relating to tax on employment of child labor together with Washington State child-labor laws and Industrial Welfare Commission minor orders . . . Ed. 1919. Comp. by C. H. Younger . . . Olympia, 1919. 16 pp.

Office of Internal Revenue.

Annual report of the commissioner. Washington, 1919-1922.

See sections on child-labor tax.

Child-labor tax rulings (revised September, 1920) . . . Washington, 1920. 16 pp.

Provisional regulations 46, relating to tax on employment of child labor. Provisional regulations covering the administration of Title XII of the revenue act of 1918, tax on employment of child labor. [Washington, 1919.] 8 pp.

Regulations 46 relating to tax on employment of child labor under the revenue act of 1918 (approved February 24, 1919). Rev. May, 1921. Washington, 1921. 20 pp.

Rulings of the Commissioner of Internal Revenue relating to tax on child labor under the revenue act of 1918. Washington, 1919. 17 pp.

Court Decisions and Briefs

BYNUM, WILLIAM P.

J. W. Bailey, and J. W. Bailey as Collector of Internal Revenue, et al., plaintiff in error, *v.* Drexel Furniture Co. Abstract of oral argument for the defendant in error. [n. p., 1921?] 65 pp.

In Supreme Court of the United States, October term, 1921, No. 657.

UNITED STATES. *Department of Justice.*

The Atherton Mills, appellant, *v.* Eugene T. Johnston and John W. Johnston, by Eugene T. Johnston, his prochein ami. Appeal from the District Court of the United States for the Western District of North Carolina. Brief for the United States as amicus curiæ. Washington, 1919. 33 pp.

In the Supreme Court of the United States. October term, 1919. No. 406. Signed: Alexander C. King, Solicitor General, William L. Frierson, Assistant Attorney General.

Supplemental brief for the United States as amicus curiæ. Washington, 1922. 9 pp.

In the Supreme Court of the United States. October term, 1921. No. 16. Signed: James M. Beck, Solicitor General, Robert P. Reeder, Special Assistant.

A review of this case was given in the MONTHLY LABOR REVIEW, June, 1919, p. 264; June, 1922, pp. 163-165.

The child-labor tax cases . . . J. W. Bailey, collector of internal revenue, et al., appellants, *v.* John G. George, trading and doing business as Vivian Cotton Mills, et al. Appeal . . . J. W. Bailey and J. W. Bailey, collector of internal revenue for the district of North Carolina, plaintiff in error, *v.* Drexel Furniture Co. . . . Brief on behalf of appellants and plaintiff in error. Washington, 1922. 61 pp.

In the Supreme Court of the United States. October term, 1921. Nos. 590, 657. Signed: James M. Beck, Solicitor General, Robert P. Reeder, Special Assistant.

Brief review of case in MONTHLY LABOR REVIEW, October, 1921, pp. 191, 192; June, 1922, pp. 163-165.

District court. North Carolina (Western District).

Drexel Furniture Co. *v.* Bailey, collector of internal revenue. December 10, 1921.

(In Federal Reporter, v. 276, pp. 452-454, St. Paul, 1922.)

Decision of District Court for Western District of North Carolina holding the child-labor tax act invalid.

George *v.* Bailey, collector of internal revenue, et al. August 22, 1921.

(In Federal Reporter, v. 274, pp. 639-645. St. Paul, 1922.)

Suit by John J. George (Vivian Cotton Mills) against J. W. Bailey, collector of internal revenue, District of North Carolina, to prevent assessment under the Federal child-labor tax.

UNITED STATES. *Supreme Court.*

Atherton Mills v. Johnston et al. Appeal from the District Court of the United States for the Western District of North Carolina. No. 16. Argued December 10, 1919; restored to docket for reargument June 6, 1921. Reargued March 7, 8, 1922. Decided May 15, 1922.

(*In United States Reports*, v. 259, pp. 13-16. Washington, 1923.)

Case having become moot the decree of lower court was reversed.

Bailey, collector of internal revenue, et al. v. George, trading and doing business as Vivian Cotton Mills, et al. Appeal from the District Court of the United States for the Western District of North Carolina. No. 590. Argued March 7, 8, 1922—Decided May 15, 1922.

(*In United States Reports*, v. 259, pp. 16-20. Washington, 1923.)

Decision reversed decree of the district court which had permanently enjoined the collector and his deputies from collecting an assessment under the Federal child-labor tax.

— **Child-labor tax case.** Error to the District Court of the United States for the Western District of North Carolina. No. 657. Argued March 7, 8, 1922—Decided May 15, 1922.

(*In United States Reports*, v. 259, pp. 20-43. Washington, 1923.)

The docket title of this case is *J. W. Bailey and J. W. Bailey, collector of internal revenue for the District of North Carolina, v. Drexel Furniture Co.*

Decision held the child-labor tax law invalid.

Reprinted in *Congressional Record*, 67th Cong., 2d sess., v. 62, pt. 7, pp. 7057-7060.

For review of the three cases brought to test the constitutionality of the act see MONTHLY LABOR REVIEW, June 1922, pp. 163-165.

Comment on Supreme Court Decision

CHILD LABOR AND THE CONSTITUTION.

Nation, May 31, 1922, v. 114, pp. 638-639.

CHILD-LABOR LAW AGAIN DECLARED UNCONSTITUTIONAL.

Commercial and Financial Chronicle, August 27, 1921, v. 113, pp. 891-893.

CHILD-LABOR LAW QUASHED.

Literary Digest, May 27, 1922, v. 73, p. 11.

CHILD-LABOR LAWS INVALID.

Outlook, May 24, 1922, v. 131, p. 138.

CORWIN, EDWARD S.

Child labor decision.

New Republic, July 12, 1922, v. 31, pp. 177-179.

A criticism of the Supreme Court decision in the child-labor tax case (*Bailey v. Drexel Furniture Co.*).

FEDERAL CHILD-LABOR LAW DECLARED UNCONSTITUTIONAL.

MONTHLY LABOR REVIEW, v. 14, June 1922, pp. 163-165.

Summary of the Supreme Court decision with a review of the cases brought to test the law.

FEDERAL CHILD-LABOR LAW HELD UNCONSTITUTIONAL.

Law and Labor, June 1922, v. 4, pp. 145-146.

Summary of the Supreme Court decision in case of *Bailey v. Drexel Furniture Co.*

FEDERAL CHILD-LABOR TAX LAW HELD UNCONSTITUTIONAL.

MONTHLY LABOR REVIEW, v. 13, October 1921, pp. 191-192.

On the United States District Court decision in the Vivian Cotton Mills case (*John J. George v. J. W. Bailey*). Includes also brief review of *Atherton Mills* case.

FEDERAL SUPPRESSION OF CHILD LABOR HELD UNCONSTITUTIONAL BY THE SUPREME COURT.

Commercial and Financial Chronicle, May 20, 1922, v. 114, pp. 2175-2176.

FRANKFURTER, FELIX.

Child labor and the court.

New Republic, July 26, 1922, v. 31, pp. 248-250.

FRANKLIN, FABIAN.

Why the Supreme Court rejected the child-labor law.

Independent, June 10, 1922, v. 108, pp. 507-508.

HAMBERG, A. M.

Child-labor tax decision.

National Tax Association Bulletin, June 1922, v. 72, pp. 288-291.

IS THERE NO PROTECTION?

Outlook, May 31, 1922, v. 131, p. 199.

PARKINSON, THOMAS I.

Child labor and the Constitution.

American Labor Legislation Review, June, 1922, v. 12, pp. 110-113.

POWELL, T. R.

Child labor, Congress and the Constitution.

North Carolina Law Review, November, 1922, v. 1, pp. 61-81.

RYAN, JOHN A.

Federal child-labor law unconstitutional.

Catholic Charities Review, June, 1922, v. 6, pp. 189-190.

STATE RIGHTS AND THE CHILD-LABOR TAX LAW.

Columbia Law Review, November, 1922, v. 22, pp. 659-662.

SUTHERLAND, WILLIAM A.

The child-labor cases and the Constitution.

Cornell Law Quarterly, June, 1923, v. 8, pp. 338-358.

Footnote references to cases. In the view of this writer the second Federal child-labor law was a subterfuge, but the first Federal child-labor law should have been held constitutional.

UNITED STATES SUPREME COURT DECISION ON CHILD LABOR TAX LAW.

Labor Gazette (Canada), June, 1922, v. 22, pp. 608-614.

UNITED STATES SUPREME COURT DECISION HOLDING THE CHILD LABOR LAW UNCONSTITUTIONAL.

Commercial and Financial Chronicle, June 10, 1922, v. 114, p. 2544.

WE WON AGAIN.

Southern Textile Bulletin, May 18, 1922, v. 23, pp. 18, 34.

Editorial on Supreme Court decision holding child-labor tax law unconstitutional.

Proposed Constitutional Amendment ⁴

Congressional Hearings and Reports

UNITED STATES. Congress. House. Committee on the Judiciary.

Child labor. Hearing before the Committee on the Judiciary, House of Representatives . . . on H. J. Res. 327. Serial 39. June 1, 1922. Washington, 1922. 20 pp.

Statements by Samuel Gompers, Owen R. Lovejoy, Mrs. Florence Kelley, and Mrs. J. M. Doane on the proposed amendment to the Constitution.

Proposing child-labor amendment to the Constitution of the United States . . . (Report to accompany H. J. Res. 458.) [Washington, 1923.] 3 pp. (67th Cong., 4th sess. House Rept. No. 1694.)

Submitted by Mr. Foster. Ordered printed February 23, 1923.

Proposed child-labor amendment to the Constitution of the United States. Hearings . . . February 7, 15-16, 27-29, March 1, 6-8, 1924. Washington, 1924. 307 pp.

Statements of 38 witnesses for and against a child-labor amendment. Testimony of Miss Grace Abbott, Chief of the Children's Bureau (pp. 17-58, 257-286), includes summary of State child-labor legislation and of the laws of certain foreign countries.

Child-labor amendment to the Constitution of the United States . . . (Report [majority and minority] to accompany H. J. Res. 184.) Washington, 1924. 21, 10 pp. (68th Cong., 1st sess. House Rept. 395.)

The majority report submitted by Mr. Foster, March 28, 1924, favoring the amendment includes brief history of Federal child-labor legislation, summary of State child-labor laws, census statistics as to the number of working children, and testimony of State officers as to the advantages to the States of a Federal law. The minority report submitted by Mr. Graham March 29, 1924, discusses the grounds of opposition to the proposed federal amendment.

Senate. Committee on the Judiciary.

Child-labor amendment to the Constitution. Hearings before a subcommittee of the Committee on the Judiciary, United States Senate, Sixty-seventh Congress, fourth session, on S. J. Res. 200, S. J. Res. 224, S. J. Res. 232, S. J. Res. 256, and S. J. Res. 262; joint resolution proposing an amendment to the Constitution of the United States . . . Washington, 1923. 126 pp.

Samuel M. Shortridge, chairman.

Hearings held January 10-18, 1923. Include statements in support of the amendment from Secretary of Labor James J. Davis, Samuel Gompers, Julia C. Lathrop, Grace Abbott, Mrs. Florence Kelley, William Draper Lewis, Owen R. Lovejoy, and representatives of various other national organizations; statements in opposition from Everett P. Wheeler, David Clark, A. H. Gibert, jr., Mrs. K. B. Johnson, E. F. Carter, and W. L. Long.

⁴For resolutions proposing an amendment to the Constitution introduced in the 67th-68th Congress, consult indexes of Congressional Record (v. 61-65) under heading "Child labor." See also H. J. Res. 28, 63rd Congress, and H. J. Res. 300, 302, and 304, 65th Congress.

UNITED STATES. *Congress. Senate. Committee on the Judiciary.*

Child-labor amendment to the Constitution of the United States . . .
(Report to accompany S. J. Res. 285.) [Washington, 1923.] 19 pp.
(67th Cong., 4th sess. Senate Rept. 1185.)

Submitted by Mr. Shortridge. Ordered printed February 24, 1923. Includes text of the two Federal child-labor acts and of the decision of the Supreme Court declaring them unconstitutional.

Child-labor amendment . . . (Report to accompany
S. J. Res. 1.) Washington, [1924]. 16 pp. (68th Cong., 1st sess. Senate
Rept. 406.)

Submitted by Mr. Shortridge, April 10—Calendar day April 15, 1924. Includes text of first and second child-labor laws and of the decisions of the Supreme Court declaring them unconstitutional.

Debates in Congress ^aUNITED STATES. *Congress. House.*

[Debate in House on child-labor amendment, April 25-26, 1924.]
Congressional Record, April 25-26, 1924, v. 65, pp. 7165-7206, 7250-
7321, 7726-7727, 9786-9787, 10365-10372, 10408-10411, 10891-10893,
11336-11338.

Speeches for the amendment: Nelson of Wisconsin (pp. 7167-7168); O'Connor of New York (pp. 7168-7169); Foster (pp. 7176-7185, 7285, 9786-9787, 11336-11338); Jacobstein (pp. 7187-7189); O'Sullivan (pp. 7194-7195); Upshaw (p. 7198); Tague (pp. 7199-7200); Cook (p. 7202); Griffin (pp. 7204-7205); Swoope (pp. 7206-7207); Hickey (pp. 7251-7253); Yates (pp. 7260-7261); Major of Missouri (pp. 7261-7262); Tinscher (p. 7265); Michener (pp. 7267-7269); Dickstein (pp. 7269-7270); Kelly (pp. 7270-7271); Berger (pp. 7271-7274); Larson of Minnesota (p. 7274); Moore of Ohio (p. 7275); Tillman (pp. 7275-7276); Watkins (pp. 7276-7277); Perlman (pp. 7277-7279); Stengle (p. 7279); Crosser (pp. 7279-7280); Connery (p. 7280); Celler (pp. 7280-7281); Hersey (pp. 7287-7288); Denison (pp. 7295-7297); La Guardia (pp. 7297-7298); Evans of Montana (p. 7298); Lankford (p. 7300); Winter (p. 7306); Gallivan (pp. 7306-7307); Weaver (pp. 7312-7315); Rogers of Massachusetts (p. 7315); Jost (p. 7315); Thatcher (pp. 7316-7317); Wefald (pp. 7317-7318); Boylan (p. 7318); Lozier (pp. 7318-7319); Hammer (pp. 10408-10411).

Speeches against the amendment: Pou (pp. 7166-7167); Hill of Maryland (pp. 7185-7187); McSwain (pp. 7189-7194, 7307-7309); Hawes (pp. 7195-7198); Lanham (pp. 7198-7199); Blanton (pp. 7200-7201); Linthicum (pp. 7201-7202); Merritt (pp. 7202-7204); Montague (pp. 7253-7257); Bulwinkle (pp. 7257-7260); Sumners of Texas (pp. 7262-7265); Andrew (pp. 7266-7267); Graham of Pennsylvania (pp. 7281-7285); Garrett of Tennessee (p. 7287); Fulmer (pp. 7294-7300); Moore of Virginia (pp. 7300-7304); Tydings (pp. 7304-7305); Busby (pp. 7309-7311); Tucker (pp. 7311-7312); Brand of Georgia (pp. 7726-7727); Deal (pp. 10365-10372); Ward of North Carolina (pp. 10891-10893).

Vote on the amendment, p. 7295. An analysis of this vote by states is printed in *American Child*, June 1924 (supplement).

Senate.

Child-labor amendment to the Constitution. Speech by Senator McCormick, March 3, 1923.

Congressional Record, March 3, 1923, v. 64, pp. 5344-5345.

[Remarks in Senate by Senators Pittman, McCormick, and Harrison on delay in adoption of child-labor amendment.]

Congressional Record, April 25, 1924, v. 65, pp. 7146-7148.

Relates to the telegram sent to the president of the League of Women Voters by Senator McCormick.

[Debate in Senate, May 27, 29, and 31, June 2, 1924, on H. J. Res. 184 proposing an amendment to the Constitution.]

Congressional Record, May 27, 29, 31, June 2, 1924, v. 65, pp. 9597-9598, 9600-9603, 9858-9864, 9866-9868, 10001-10012, 10073-10128, 10133-10142.

Speeches for the amendment: Senators Lenroot (pp. 9867-9868, 9991-10000); Shortridge (pp. 10091-10097); McCormick (pp. 10098-10102); Walsh of Montana (pp. 10108-10115, 10128-10129); Fess (pp. 10115-10117); Lodge (pp. 10124-10125); Robinson (pp. 10010-10012, 10139-10140).

Speeches against the amendment: Senators Wadsworth (pp. 9858-9864); Bayard (pp. 10001-10012); Overman (pp. 10073-10081); Reed of Missouri (pp. 10083-10091, 10123-10124); Ransdell (pp. 10097-10098); George (pp. 10102-10104); Heflin (pp. 10105-10106); Broussard (pp. 10103-10107); Dial (pp. 10117-10118); Stephens (pp. 10119-10123); Bruce (pp. 10125-10126).

Vote adopting resolution, p. 10142. For vote by States see *American Child*, July, 1924, pp. 10, 11.

President (HARDING).

Address of the President of the United States to the Congress, December 8, 1922. Washington, 1922. 13 pp.

"Closely related to this problem of education is the abolition of child labor. Twice Congress has attempted the correction of the evils incident to child employment. The decision of the Supreme Court has put this problem outside the proper domain of Federal regulation until the Constitution is so amended as to give the Congress indubitable authority. I recommend the submission of such an amendment," p. 11.

^a References are to bound volumes of Congressional Record. For current file see Nos. 111-112, 114-119, 128, 132, 137, 143-144, 156, 158-159, 68th Cong., 1st sess.

UNITED STATES. *President (COOLIDGE).*

Annual message of the President of the United States to a joint session of the Senate and House of Representatives, December 6, 1923. Washington, 1923. 14 pp.

"For purposes of national uniformity we ought to provide, by constitutional amendment and appropriate legislation, for a limitation of child labor," p. 9.

General Discussion

THE BATTLE OVER THE CHILD LABOR AMENDMENT.

Literary Digest, December 6, 1924, v. 83, No. 10, pp. 12-14.

Arguments for and against the amendment from various journals.

CHILD LABOR AMENDMENT NEXT?

Public Affairs (Washington, D. C.), June, 1924, p. 32.

Presents arguments for and against the amendment.

CHILD LABOR AMENDMENT TO THE FEDERAL CONSTITUTION.

School and Society, January 5 and June 14, 1924, v. 19, pp. 14-15, 706.

See also same journal, November 25, 1922, v. 16, p. 605; July 7, 1923, v. 18, p. 16.

THE CHILD AND THE CONSTITUTION.

Outlook, April 9, 1924, v. 136, pp. 587-588.

CHILD LABOR AND THE STATE LEGISLATURES.

School and Society, July 12, 1924, v. 20, pp. 54-56.

CHILD LABOR CONSTITUTIONAL AMENDMENT.

Elementary School Journal, September, 1924, v. 25, pp. 31-32.

CHILD LABOR IN THE UNITED STATES; the constitutional amendment.

Industrial and Labor Information (Geneva), July 21, 1924, v. 11, pp. 129-132.

LARK, DAVIS WASGATT.

Child labor and the social conscience. Child-labor primer. New York, Abingdon press [1924]. 124 pp.

CONGRESSIONAL DIGEST.

Child labor amendment issue. [Washington, D. C., 1923], pp. [130]-159. (Vol. II, No. 5. February, 1923.)

Includes articles on: Historical sketch of Federal child-labor legislation.—Supreme Court action on first and second child-labor law.—Present status of State child-labor laws.—Child labor in the United States.—Pro and con discussions on child-labor amendment.

THE CONSTITUTIONAL AMENDMENT.

American Child, February, 1923, p. 1; June, 1923, p. 3.

On the hearing before the Senate Committee on the Judiciary in January, 1923.

MULVER, Mrs. D. H.

Two sides of the child-labor question.

Market Growers Journal, September 15, 1924, v. 35, p. 173.

THE FORCES BEGIN TO LINE UP.

American Child, September, 1924, v. 6, No. 9, p. 3.

Action taken by various organizations for and against the amendment. See also Woman Citizen, December 27, 1924, pp. 14, 25.

HOW SOME EDITORS VIEW THE CHILD LABOR AMENDMENT.

American Child, December, 1923, v. 5, No. 12, pp. 1, 7.

CHILD-LABOR AMENDMENT NEEDED?

Public Affairs (Washington, D. C.), December, 1923, p. 24.

Gives arguments for and against.

TO SAVE THE CHILD FROM SLAVERY.

Literary Digest, June 14, 1924, v. 81, pp. 13-15.

Includes press comments for and against the amendment. Reprinted in United Mine Workers' Journal, July 1, 1924, pp. 13, 14.

TWENTIETH AMENDMENT.

Christian Century, January 18, 1923, v. 40, pp. 69-71.

WHAT CAN CONGRESS DO WITH OUR CHILDREN. The affirmative by Francis W. Coker; the negative by C. A. Dyer.

Agricultural Student (Ohio State University), December, 1924, v. 31, pp. 63-65.

WOMEN CITIZEN. Child labor amendment issue. December 27, 1924.

Includes articles by O. R. Lovejoy, Grace Abbott, Mrs. William L. Putnam, Mrs. Florence Kelley, and Ethel M. Smith.

WOULD CONGRESS SPOIL OUR CHILDREN?

Literary Digest, November 29, 1924, v. 83, No. 9, pp. 31-32.

Includes quotations from various religious papers.

For the Amendment³

ABBOTT, GRACE.

Child labor. (In National Conference of Social Work. Proceedings, 1923, pp. 109-110.)

See also testimony before the Senate Judiciary Committee, 1923, pp. 22-48, and the House Judiciary Committee, 1924, pp. 17-58, 257-286.

— The child-labor amendment.

North American Review, December, 1924, pp. 223-237.

After discussing briefly the form and scope of the amendment this article considers two questions: What facts are there from which its significance in terms of welfare of children can be determined? Does it do violence to the American theory of government?

AN AMENDMENT TO THE CONSTITUTION IS NEEDED TO GIVE THE UNITED STATES POWER TO SAFEGUARD THE CHILD LIFE OF THE NATION. [Washington, 1923] [6] pp.

An appeal issued by 17 national organizations.

AMERICAN FEDERATION OF LABOR.

Child labor amendment merely an enabling act.

(In its Weekly News Service, October 4, 1924.)

— Exploiters of child labor would terrorize voters.

(In its Weekly News Letter, November 15, 1924.)

— Now the States must act. The past, the present, and the future of the effort to free American childhood.

American Federationist, July, 1924, v. 31, pp. 541-553.

— Report of the executive council to the 43d-44th annual convention. [Washington, 1923-1924.]

1923: Work of permanent conference for the abolition of child labor, p. 21-22. (Printed also in American Federationist, November, 1923, pp. 896-898.)

1924: Child labor constitutional amendment, pp. 18-21. (Printed also in American Federationist, December, 1924, pp. 952-956.) See also discussion in Proceedings of the 44th convention, 1924, pp. 207-213.

BIGELOW, W. F.

You will have to wait.

Good Housekeeping, February, 1923, v. 76, No. 2, p. 4.

BLACKWELL, ALICE STONE.

Why the eighteen-year limit?

Christian Science Monitor, October 21, 1924, p. 18.

Letter to Christian Science Monitor.

[BUREAU OF SCIENTIFIC TAXATION, New York.]

The abolition of child labor.

American Labor World, August, 1924, p. 24.

Letter in support of child-labor amendment. Printed also in Textile Worker, September, 1924, pp. 357, 358.

CARY, HAROLD.

Grown men talk while children toil.

Collier's, January 26, 1924, v. 73, p. 9+.

Reprinted in Textile Worker, February, 1924, pp. 676-678.

— To set a million children free.

Collier's, July 28, 1923, v. 72, pp. 10-11.

In support of the child-labor amendment. Reprinted in Textile Worker, September, 1923, pp. 360-362.

— "Work never hurt any kid yet," so "they" say, but what do you know about it?

Reprinted from Collier's Weekly, November 17, 1923. See also article in December 15, 1923, issue.

³ See also Congressional hearings and speeches for the amendment noted on pp. 87-88 of this list; messages of Presidents, pp. 88-89; and section on political party platforms, p. 74.

THE CHALLENGE OF CHILD LABOR.

National Education Association Journal, December 1924, v. 13, pp. 317-318.

CHENERY, WILLIAM L. CHILD LABOR—THE NEW ALIGNMENT.
Survey, January 1, 1925, v. 53, pp. 379-382, 425-426.

CHILD-LABOR AMENDMENT.

Outlook, July 30, 1924, v. 137, pp. 496-497; November 26, 1924, v. 138, pp. 477-478.

View expressed is that "The child-labor amendment does not invade but upholds States' rights."

THE CHILD-LABOR AMENDMENT.

Catholic Charities Review, September, 1924, v. 8, pp. 249-250.

Regards the amendment as the only means of solving the child-labor problem.

CHILD LABOR IN THE UNITED STATES . . . Compiled from U. S. Government reports and other authentic sources for the use of 20 national organizations supporting the "Children's amendment" and for the churches and the press. December, 1923. [New York, 1924?]

Includes reprints of two articles by Harold Cary from Collier's Weekly. Obtainable from the Commission on the Church and Social Service of the Federal Council of Churches of Christ in America, New York City.

CHILD LABOR, THE HOME AND LIBERTY.

New Republic, December 3, 1924, v. 41, pp. 32-33.

In answer to some of the propaganda against the child-labor amendment.

CHILD LABOR: WHY THEY INVOKE STATES RIGHTS.

New Republic, December 24, 1924, v. 41, pp. 108-109.

THE CHILDREN'S AMENDMENT TO THE CONSTITUTION.

LaFollette's Magazine, June, 1924, v. 16, p. 94.

THE CHILDREN'S AMENDMENT; WHAT IT IS AND WHY.

Labor Advocate (Birmingham, Ala.), November 22, 1924, p. 1.

CONWAY, H. J.

Child life of the Nation in peril.

Retail Clerks International Advocate, April, 1924, v. 31, No. 4, pp. 3-5.

CRABTREE, J. W.

Dr. Pritchett and child labor. [n. d.] 4 p.

Address by secretary of the National Education Association before the Indiana State Teachers' Association, Indianapolis, October 17, 1924, in reply to attack of Dr. Pritchett on the child-labor amendment.

DARKENED COUNSEL AND THE CHILD.

American Child, November, 1924, v. 6, No. 11, pp. 3-5.

Reprint of editorial from Milwaukee Journal in defense of 18-year limit of the amendment.

DAVIS, JAMES J.

[Letter of Secretary of Labor to Senator Shortridge in support of proposed amendment to the Constitution relating to child labor.]

Congressional Record, June 2, 1924, v. 65, pp. 10100-10101.

EBERLING, ERNEST J.

Child labor as a national problem.

Scribner's, October, 1924, v. 76, pp. 399-403.

ELIOT, CHARLES W.

The child-labor amendment.

Harvard Alumni Bulletin, November 27, 1924, p. 291.

Expresses surprise at "the illogical character" of the arguments against the amendment which "does nothing but provide that Congress shall have power to pass laws concerning child labor which shall apply to the whole country." The assumption that Congress can't be trusted to pass reasonable legislation is, in the view of this writer, "inconsistent with real faith in democracy."

[FEDERAL COUNCIL OF THE CHURCHES OF CHRIST IN AMERICA.]

Controversies over the children's amendment.

Machinists' Monthly Journal, December, 1924, v. 36, pp. 579-580, 620-621.

Synopsis prepared by Department of Research and Education, Federal Council of the Churches of Christ in America.

FOSTER, ISRAEL M.

What kind of a child-labor law should Congress pass?

American Child, July, 1924, v. 6, No. 7, pp. 7-9.

Address before the Twentieth Annual Conference on Child Labor. Reprinted in Congressional Record, May 28, 1924, v. 65, pp. 9786-9787.

See also his speeches in Congress, noted in previous section of this list (p. 88).

FULLER, RAYMOND G.

Child labor and the Constitution. New York, Thomas Y. Crowell Co., 1923. 323 pp.

Chapter VI on the problem of Federal action includes discussion of an amendment to the Constitution.

See also letter in Christian Science Monitor, October 14, 1924, p. 18.

GOMPERS, SAMUEL.

Let us save the children.

American Federationist, June, 1922, v. 29, pp. 413-414.

Editorial on the need for a constitutional amendment. See also American Federation of Labor.

GOOD SPEED TO THE CHILD-LABOR AMENDMENT.

Woman Citizen, September 20, 1924, v. 9, p. 18.

HARD, WILLIAM.

Children will win, if you help.

Collier's, April 19, 1924, v. 73, p. 12.

HEER, JEAN MACALPINE.

Industrial accidents to working minors—their bearing upon the amendment's 18-year limit.

American Child, November, 1924, v. 6, No. 11, pp. 4-5.

HELP ABOLISH CHILD LABOR.

The Unionist (Wheeling, W. Va.), May 2, 1924, v. 2, No. 22, p. 4.

HUDSON, MANLEY O.

Is the child-labor amendment properly drawn? New York, National Child Labor Committee, 1924. 4 pp. (Its Publication No. 321.)

Reprinted from the Harvard Alumni Bulletin. Also in American Child, November, 1924, pp. 1, 7. Analysis and answer to some of the arguments advanced against the amendment.

KELLEY, Mrs. FLORENCE.

The Federal child-labor amendment. Ten answers to ten questions.

Survey, October 15, 1924, v. 53, p. 78.

— Need of a Federal minimum standard for child labor. [Washington, National League of Women Voters, 1923?] 2 pp.

Address before child welfare committee of the fourth annual convention of the National League of Women Voters, April, 1923.

— Pleads for the children's amendment.

Good Housekeeping, February, 1923, v. 76, No. 2, pp. 33, 169-171.

See also Woman's Home Companion, January, 1923, p. 2.

KING, J. ST. C.

Child labor a blot on American civilization.

Current History Magazine (New York Times), September, 1924, v. 20, pp. 932-935.

LA FOLLETTE, COOLIDGE, AND DAVIS FOR CHILD-LABOR AMENDMENT.

Labor (Washington, D. C.), October 25, 1924, p. 1.

Special edition in support of the child-labor amendment. Gives quotations from prominent persons.

See also section of this list relating to political party platforms (p. 74).

LATHROP, JULIA C.

The Children's Bureau. [Washington, National League of Women Voters, 1923.] 6 pp.

The section on child labor includes brief review of Federal child-labor legislation and the need for a constitutional amendment.

See also statement before Senate Judiciary Committee, reprinted in Congressional Record, June 2, 1924, v. 65, p. 10101; and editorial in Woman Citizen, December 27, 1924, p. 18.

LEWIS, WILLIAM DRAPER.

A lawyer's view of the child-labor amendment.

American Child, December, 1924, v. 6, No. 12, pp. 1-3.

Discusses the campaign of misrepresentation against the amendment and particularly misstatements regarding the legal effect of the amendment.

LINDEMAN, EDUARD C.

Child labor and the farmers.

American Review of Reviews, July, 1924, v. 70, pp. 63-64.

LOVEJOY, OWEN R.

Back to the people.

American Child, July, 1924, v. 6, No. 7, pp. 1, 6.

LOVEJOY, OWEN R.

The child-labor amendment.

Standard (American Ethical Union), December, 1924, v. 11, pp. 97-99.

Child labor and the Constitution.

American Child, January, 1923, v. 5, No. 1, pp. 1-2.

The first victory.

American Child, May, 1924, v. 6, No. 5, pp. 5, 7.

Summary of arguments presented in House debate on child-labor amendment.

Foes of the amendment.

American Child, March, 1924, v. 6, No. 3, p. 2.

On the views presented by the opponents of the amendment before the House Judiciary Committee.

Three aspects of the child-labor amendment. Effect on State laws—the 18-year limit—Agriculture.

American Child, September, 1924, v. 6, No. 9, pp. 1-3.

McCORMICK, J. MEDILL.

Child labor must go.

American Federationist, September, 1922, v. 29, pp. 644-645.

See also his speeches in Congress, noted in previous section of this list (p. 88).

Children in the market place.

Pictorial Review, February, 1924, v. 25, p. 2.

An appeal to the women of the country to support the Federal child-labor amendment.

McMAHON, THOMAS F.]

Child labor.

Textile Worker, June, 1924, v. 12, pp. 140-141.

By the President of the United Textile Workers of America.

MISCONCEPTIONS CONCERNING THE CHILD-LABOR AMENDMENT NOW BEFORE PEOPLE.

United Mine Workers' Journal, October 15, 1924, v. 35, No. 20, p. 13.

MUSTY STATES' RIGHTS CLAIM NOW USED AGAINST CHILDREN.

Plumbers, Gas, and Steam Fitters' Journal, August, 1924, v. 39, No. 8, p. 11.

NATIONAL CHILD LABOR COMMITTEE, New York.

American patchwork. [New York, National Child Labor Committee, 1923.] 15 pp. (Its Pamphlet No. 311.)

Published "in the interest of the proposed amendment to the Federal Constitution granting to Congress power to regulate child labor in the United States."

Brass tacks on the pending child-labor amendment to the Federal Constitution. New York, National Child Labor Committee [1924]. 16 pp. (Its Publication No. 319.)

In form of questions and answers.

NATIONAL WOMEN'S TRADE-UNION LEAGUE.

Election day and the child-labor amendment.

(In its Life and Labor Bulletin, November, 1924, p. 1.)

See also article on the campaign in Massachusetts in December, 1924, issue.

NOT YOUR CHILDREN.

Farm and Fireside, October, 1924, p. 22.

View expressed: "It is not at the farmer that the amendment is aimed and granges and farm bureaus that openly oppose it are, in our opinion, badly mistaken."

THE OPPOSITION PRIMER, or Why is Mr. Emery scared?

American Child, October, 1924, v. 6, No. 10, p. 8.

OREGON STATE GRANGE FAVORS CHILD-LABOR PROJECT.

National Grange Monthly, November, 1924, p. 11.

Text of resolution adopted.

ORGANIZATIONS ASSOCIATED FOR RATIFICATION OF THE CHILD LABOR AMENDMENT, Washington, D. C.

The struggle for the child-labor amendment as revealed by the Massachusetts referendum. Washington, 1924. 24 pp.

Published by the 23 national organizations associated for ratification of the child-labor amendment, 532 Seventeenth Street NW., Washington, D. C.

CONTENTS.—Cotton mill States line up; Child protection or "cheap labor?"; Manufacturers lead opposition; Ownership of southern mills; Manufacturers—Antifeminists—Wets; Attacks on women's organizations; Manufacturers propagandize farmers; Attitude of clergy and the churches; Opposition methods in Massachusetts; The false propaganda; Ruthless commercialism; Supporters of the amendment.

Made in America. The child labor amendment.

1924. fold leaflet.

PARADISE, VIOLA.

Who wants child labor?

New Republic, June 18, 1924, v. 39, pp. 99-100.

[POUND, ROSCOE.]

Dean Roscoe Pound of Harvard law school writes on child-labor amendment. [New York, National Child Labor Committee, 1924.] 4 pp.

Two letters in reply to questions: 1. Will the Bill of Rights be abrogated if the child-labor amendment is ratified? 2. Will the United States Supreme Court allow educational control to be implied from the amendment? 3. Will the amendment give Congress a power more extensive than that now possessed by the States?

PRINGLE, HENRY F.

Set the children free.

Nation, April 9, 1924, v. 118, pp. 392-393.

THE PROPOSED CHILD-LABOR AMENDMENT.

Southern Agriculturist, October 15, 1924, p. 3.

See also editorial in Successful Farming, October, 1924, pp. 8-9.

RAMSAY, DONALD.

Spotlight on exploiters of children. Senate may be asked to investigate propaganda of National Manufacturers' Association; coercing women's magazines.

Labor (Washington, D. C.), November 22, 1924, p. 3.

RYAN, JOHN A.

The proposed child-labor amendment.

Catholic World, November, 1924, v. 120, pp. 166-174.

An analysis of the arguments advanced against the amendment. In the view of this writer the amendment menaces neither parental rights nor the Catholic church. Reprinted as National Child Labor Committee publication, No. 373.

SEVERAL LEADING AGRICULTURAL PUBLICATIONS FAVOR CHILD-LABOR AMENDMENT.

American Child, November, 1924, v. 6, No. 11, p. 6.

Extracts from farm journals.

SMITH, ETHEL M.

To empower Congress to protect the children.

Life and Labor Bulletin, December, 1923, pp. 1-2.

SMITH, GEDDES.

Ghosts v. children.

Survey, March 15, 1924, v. 51, pp. 673-676.

On the hearings before the House Committee on the Judiciary on the child-labor amendment.

SOME FRIENDLY SOUTHERNERS.

American Child, July, 1924, v. 6, No. 7, p. 13.

Editorials from southern papers favoring amendment.

STATES' RIGHTS OR CHILDREN'S RIGHTS, WHICH?

Collier's, July 26, 1924, v. 74, p. 18.

SWIFT, WILEY H.

A defense of the American system of government . . . By Wiley H. Swift . . . Being an answer to An examination of the pending child-labor amendment, by Mr. James A. Emery. New York, National Child Labor Committee, 1924. 15 pp. (Its Publication No. 320.)

— Need of amendment to Constitution regulating child labor [and discussion]. (In Association of Governmental Labor Officials of United States and Canada. Proceedings, 1923. Washington, 1923, pp. 117-120.)

— Ratification—Why?

American Child, July, 1924, v. 6, No. 7, pp. 2, 15.

— The unthinkableables on the child-labor question.

American Child, October, 1924, v. 6, No. 10, p. 4.

THURSTON, HENRY W.

Looking from a new angle.

American Child, October, 1923, v. 5, No. 10, p. 1.

TO PROTECT CHILD LIFE.

American Federationist, March, 1923, v. 30, p. 232.

Editorial on the McCormick child labor amendment.

UNITED STATES. Children's Bureau.

Legal regulation of the employment of minors 16 years of age and over.
[Washington, 1924.] 26 pp.

Summary of provisions in State laws regulating the employment of minors 16-18 years and over. In general these regulations relate to employment in hazardous occupations, night work, maximum hours of work, compensation for injuries.

UNITED TEXTILE WORKERS OF AMERICA.

Proceedings of the 23d convention of United Textile Workers of America, held in New York City, September 8-12, 1924.

(*In Textile Worker*, September-November, 1924.)

Resolution in support of child-labor amendment in *Textile Worker*, November, 1924, pp. 476-478. See also articles in issues of March, 1924, pp. 736-737; April, 1924, pp. 30-32; June, 1924, pp. 140, 141.

VAN KLEECK, MARY.

Essential to grant Congress power to regulate child labor.

(*In Consumers' League of New York, Bulletin*, November, 1924, pp. 1-4.)

WALSH, THOMAS J.

[Speech in Senate, January 8, 1925, in answer to attacks on child-labor amendment.]

Congressional Record, January 8, 1925, v. 66, No. 27, pp. 1473-1484 (current file).

WATSON, BRUCE M.

The proposed twentieth amendment to the Federal Constitution—what it means and why it should be ratified. Philadelphia, Public Education and Child Labor Association of Pennsylvania, 1924. (Publication No. 104.)

— The truth about the proposed twentieth amendment to the Constitution of the United States: A brief analysis . . . Philadelphia, Public Education and Child Labor Association of Pennsylvania [1924.] 8 pp. (Publication No. 103.)

WHAT THE CHILD LABOR AMENDMENT IS NOT.

Child Welfare Magazine, September, 1924, v. 19, p. 42.

WHAT THE SHORTRIDGE-FOSTER CONSTITUTIONAL AMENDMENT IS NOT.

American Child, April, 1924, v. 6, No. 4, p. 2.

WOLL, MATTHEW.

Child labor constitutional amendment.

(*In American Federation of Labor. Proceedings*, 1924, p. 211.)

In answer to the States' rights argument.

WOMEN'S COMMITTEE FOR THE CHILDREN'S AMENDMENT.

The children's amendment. What it is and what it means; what it says and why; why a constitutional amendment . . . [Washington, 1924.] 39 pp.

Brief compiled from Government reports, Congressional hearings, and other sources by the women's committee for the children's amendment, appointed by the 18 national women's organizations supporting the amendment. Distributed through the National League of Women Voters, 532 Seventeenth Street NW., Washington, D. C.

WORKING CHILDREN.

Survey, June 15, 1922, v. 48, p. 381.

On the need for a constitutional amendment.

YOUR QUESTIONS ANSWERED. Agriculture and the child-labor amendment.

American Child, June, 1924, v. 6, No. 6, p. 4.

*Against the Amendment*⁶**ALLEN, NILA F.**

[Statement in opposition to amendment, read into record by Senator Overman.]

Congressional Record, June 2, 1924, v. 65, pp. 10073-10074.

— Find your facts. 1924. 18 pp.

Distributed by the national committee for rejection of 20th amendment, Union Trust building, Washington, D. C.

AMERICAN COTTON MANUFACTURERS' ASSOCIATION.

[Text of resolutions adopted by American Cotton Manufacturers' Association at Atlantic City, May 28, 1924.]

Southern Textile Bulletin, May 29, 1924, p. 34.

Resolution on "minors in industry" opposes the proposed constitutional amendment.

⁶ See also Congressional hearings and reports, and speeches against the amendment noted on pp. 87-88 of this list.

AMERICAN FARM BUREAU FEDERATION.

Opposes Government regulation of children.

*(In its Weekly News Letter, March 6, 1924, p. 1.)**See also later issues of this news letter for statements in opposition.***ANDERSON, CLIFFORD S.**

A plea for little children.

Industry (Associated Industries of Massachusetts), August 16, 1924, v. 13, No. 24, p. 1.

By the president of the Associated Industries of Massachusetts. Opposes the child-labor amendment on the plea that it would divorce children from parental care and control.

BUTLER, NICHOLAS M.

A threatened departure from American principles. [n. d.] 4 pp.

From an address before the Institute of Arts and Sciences, Columbia University, Oct. 13, 1924. *See also* letter read at meeting of Sentinels of Republic, in New York Times, Dec. 7, 1924, p. 2.**CADWALADER, THOMAS F.**

The proposed twentieth amendment. [n. d.] 11 pp.

Reprinted from the Constitutional Review for October, 1924. Distributed by the National Committee for the Rejection of the Twentieth Amendment, Washington, D. C.

CANDLER, Bishop WARREN A.

Justly called unadulterated bolshevism.

Southern Textile Bulletin, July 24, 1924, pp. 22a, 25, 27.

CHILD-LABOR AMENDMENT PART OF SOCIALIST PROGRAM.

Southern Textile Bulletin, August 21, 1924, pp. 21, 27.

See also Editorials in same issue.**CHILD LABOR RESOLUTION.**

Southern Textile Bulletin, June 5, 1924, p. 26.

Comment on the adoption by the Senate of the resolution to submit amendment to the States. *See also* issues of January 31, 1924, p. 34; May 1, 1924, p. 22; August 7, 1924, p. 22b.**CITIZENS' COMMITTEE TO PROTECT OUR HOMES AND CHILDREN.**

An examination of proposed twentieth amendment to the Constitution of the United States. [Boston, 1924.] 12 pp.

This organization (611 Little Building, Boston) issued also several small leaflets for use in campaign against the amendment in Massachusetts.

CLARK, DAVID.

David Clark's testimony before Judiciary Committee.

Southern Textile Bulletin, March 27, 1924, pp. 7-8+.

See also press comments on testimony in issue of March 13, 1924, pp. 24-26, and in Textile Worker, March, 1924, pp. 736-737. For official text of statement and cross-examination by committee *see* Hearings before the House Judiciary Committee, 1924, pp. 115-119, 220-247.**COMING OUT INTO THE OPEN.**

Southern Textile Bulletin, May 15, 1924, p. 20.

Criticizes editorial in Wool and Cotton Reporter in support of Federal child-labor amendment.

DO THEY REALLY BELIEVE IT?

American Child, July, 1924, v. 6, No. 7, p. 3.

Quotations against the amendment.

DYER, C. A.

Child-labor amendment useless to Ohio.

Ohio Farmer, July 26, 1924, v. 154, p. 55.

EMERY, JAMES A.

An examination of the proposed twentieth amendment to the Constitution of the United States (being the so-called child-labor amendment). [National Association of Manufacturers of the United States of America], 1924. 25 pp.

Brief against the Federal child labor amendment by the general counsel, National Association of Manufacturers. Reprinted in Southern Textile Bulletin, August 14, 1924, p. 14+.

CONTENTS.—I. Legislative history.—II. The nature of the power sought.—III. Federal control of agricultural employment urged.—IV. Revolutionary transformation of the relations of Federal to local government.—V. The proposed amendment is unnecessary.—VI. Socialistic philosophy and tendency of proposed amendment.—VII. The cost of Federal bureaucracy.—Summary.

— Prohibition—of work. The proposed twentieth amendment; its falsities and what it will mean to the life of the nation.

Manufacturers News (Chicago), August 30, 1924, pp. 11-12, 26; September 6, 1924, pp. 14, 18, 22.

Largely the same material as the brief noted above.

EMERY, JAMES A. The proposed "child-labor" amendment.
Industry (Associated Industries of Massachusetts), August 23, 1924, v. 13,
No. 25, pp. 1-4.

— The proposed twentieth amendment.
Connecticut Industry (Manufacturers' Association of Connecticut), August,
1924, v. 2, No. 8, pp. 5-12.

Abstract of address before board of directors and Connecticut Industrial Council, New Haven,
July 9, 1924.

FAILED TO PASS.

Southern Textile Bulletin, March 15, 1923, p. 18.

See also Editorial in issue of April 12, 1923, p. 22.

THE FARMERS ARE AWAKE.

Southern Textile Bulletin, August 14, 1924, p. 24.

Quotes from resolution adopted by Ohio Farm Bureau Federation opposing ratification. See
also resolution of Ohio Grange quoted in same journal, July 24, 1924, p. 16, and editorial in issue of
September 25, 1924, p. 24.

FLETCHER, DUNCAN C.

The child-labor amendment.

North American Review, December, 1924, pp. 238-244.

Argument against ratification of child-labor amendment on the ground that it would be a
surrender of most essential reserved powers of the States.

GALL, JOHN C.

"Child labor" amendment and the farmer.

Industry (Ass. Ind. of Mass.), October 18, 1924, v. 14, No. 7, pp. 1-2.

Discussion of statement in "Rural schools newsletter No. 19" of the U.S. Bureau of Education.

GOW, CHARLES R.

The proposed twentieth amendment and its meaning to the average citizen.

Industry (Associated Industries of Massachusetts), September 27, 1924,
v. 14, No. 4, pp. 1-2.

— Real purpose of the proposed twentieth amendment.

Industry (Ass. Ind. of Mass.), September 13, 1924, v. 14, No. 2, p. 1.

GROSE, F. W.

The child-labor amendment.

America, November 29, 1924, v. 32; pp. 166-167.

Favors State rather than national action.

ILLINOIS MANUFACTURERS ADOPT LEGISLATIVE PROGRAM FOR 1925.

Manufacturers News (Chicago), November 8, 1924, v. 26, No. 19, p. 6.

Program includes opposition to the child-labor amendment.

JUDD, O.

Do farm children need a step-mother?

Illinois Farmer, November 1, 1924, v. 72, p. 539.

LEE, JOSEPH.

Child labor and local responsibility. [n. d.] 1 p.

Reprinted from Boston Transcript, October 14, 1924.

LLOYD, W. H.

Child-labor amendment is hit again.

Ohio Farmer, September 20, 1924, v. 154, p. 232.

McLENDON, S. G.

Should the twentieth amendment be ratified?

Manufacturers Record, October 2, 1924, v. 86, p. 91.

MEARES, IREDELL.

Should the American child be federalized? New amendment takes control
of child, not of his condition: An analysis; some dangers of bureaucratic
methods in dealing with juvenile labor.

Dearborn Independent, November 22, 1924, p. 2.

NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA.

Proposed constitutional amendment.

(In its Washington Service Bulletin, November 1, 1924, No. 150, p. 2.)

Reasons for rejecting the amendment. Same as "XX reasons for rejection of the proposed
XX amendment to the Constitution," published by the National Committee for the Rejec-
tion of the 20th Amendment.

NATIONAL CHILD LABOR LAW or socialistic bureaucratic control supplanting parental control of children. Plain politics for parents. [Chicago, 1924.]
Leaflet distributed by American Constitutional League.

NATIONAL COMMITTEE FOR REJECTION OF TWENTIETH AMENDMENT, *Washington, D. C.*

The proposed twentieth amendment to the Federal Constitution . . . a cross section of American sentiment in opposition to the revolutionary growth of power sought by Congress from the several States.

Press comments against the amendment.

— **XX reasons for rejection of the proposed XX amendment to the Constitution of the United States.** [n. d.] 1 p.

Also in *Washington Service Bulletin of National Association of Manufacturers of the United States of America*, No. 150, November 1, 1924, p. 2.

OHIO STATE GRANGE OPPOSES CHILD-LABOR AMENDMENT.

Ohio State Grange Monthly, August, 1924.

Resolution adopted by Ohio State Grange, July 15. See also Editorial in issue of September, 1924, p. 1, 16.

THE PILOT (official organ of the archdiocese of Boston).

[Special issue containing reprinted articles from issues of October 4 and October 11, 1924, against the child-labor amendment.]

Includes statement of Cardinal O'Connell.

POLICIES OF NATIONAL GRANGE DECLARED AT 58TH ANNUAL SESSION AT ATLANTIC CITY.

Hoard's Dairyman, December 5, 1924, v. 68, p. 634.

Includes declaration of opposition to child-labor amendment in its present form.

PRESS COMMENTS ON CHILD-LABOR AMENDMENT.

Southern Textile Bulletin, October 9, 1924, pp. 20-21; October 30, 1924, pp. 24-25; November 27, 1924, pp. 36-37; December 11, 1924, pp. 32-33.

PRITCHETT, HENRY SMITH.

A blank check.

Manufacturers News, November 1, 1924, v. 26, No. 18, pp. 5-6.

Opposes the amendment on the ground that it "confers upon the Congress a power far beyond the mere regulation of child labor" and that its "ultimate effects will be to subvert free government and to promote socialism."

See reply by J. W. Crabtree, listed in section above.

THE PROPOSED TWENTIETH AMENDMENT.

Pennsylvania Manufacturers' Journal, July, 1924, v. 5, No. 5, p. 13.

Editorial in opposition quoted from the *Manufacturer*.

RACKEMANN, F.

Boston attorney's view on the twentieth amendment.

Manufacturers' Record, October 16, 1924, v. 86, pp. 61-62.

— Thoughtless thinking; amending the Federal Constitution.

Commerce and Finance, April 9, 1924, v. 13, pp. 702-703.

RHODES, C. M.

Child-labor amendment.

Rural New Yorker, August 16, 1924, v. 83, p. 1095.

ROGERS, H. M.

Tinkering with the Constitution.

Manufacturers News, November 22, 1924, v. 26, No. 21, pp. 15-16, 24-25.

SCHOOL CHILDREN AND LABOR.

Rural New Yorker, July 19, 1924, v. 83, p. 1003.

SHALL WE NATIONALIZE OUR CHILDREN? Constitutional amendment giving Congress control over labor of persons under 18 would amount to this.

Manufacturers' Association Bulletin (New Jersey), October, 1924, v. 11, No. 12, pp. 6-8.

SLAGLE, C. S.

Twentieth amendment would deprive the child of its birthright.

Manufacturers' Record, October 23, 1924, v. 86, pp. 67-69.

SYKES, M.

Preposterous child-labor amendment.

Commerce and Finance, August 20, 1924, v. 13, p. 1557.

ULM, AARON HARDY.

Child-labor facts and buncombe—emotional pleas with little fact basis for a dangerous amendment to Federal Constitution.

Barron's Weekly, March 24, 1924.

Reprinted in Congressional Record, March 31, 1924, by request of Senator Thomas F. Bayard. Congressional Record, v. 65, pp. 5238-40.

WHAT OTHERS SAY.

Manufacturers News, October 25, 1924, v. 26, No. 17, p. 15; November 15, 1924, pp. 13-14.

Press comments on the amendment.

WHEELER, EVERETT P.

The labor amendment submitted for ratification.

American Bar Association Journal, October 1924, v. 10, pp. 713-714.

WILL THE CHILD-LABOR AMENDMENT AFFECT FARM LABOR.

Southern Textile Bulletin, September 18, 1924, pp. 7, 31-32, 34-35.

[WILLIAMS, NATHAN B.]

Truth about child labor.

American Industries, September, 1924, v. 25, No. 2, pp. 24-25.

Editorial reprinting letter of Nathan B. Williams, associate counselor of National Association of Manufacturers, opposing child labor amendment.

WOMAN PATRIOT PUBLISHING CO.

Petition to the United States Senate [in opposition to the child-labor amendment].

Congressional Record, May 31, 1924, v. 65, pp. 9962-9977.

Introduced into Record by Senator Bayard.

See also files of the Woman Patriot.

Action by the States

ARKANSAS FIRST STATE TO RATIFY AMENDMENT.

American Child, July, 1924, v. 6, No. 7, p. 1.

BLACKBURN, BURR.

Georgia and child labor.

Survey, November 15, 1924, v. 53, p. 211.

Conditions in Georgia leading to rejection of child-labor amendment

BLACKWELL, ALICE STONE.

Massachusetts—No.

Woman Citizen, November 29, 1924, pp. 14-15, 28.

Explains the Massachusetts vote as due largely to the interests of northern manufacturers in southern mills and to the fear of the Catholic church that the child-labor amendment would be a precedent for establishing a Federal department of education.

CALIFORNIA.

Resolution relative to the adoption of an amendment to the Constitution of the United States prohibiting child labor. (Laws 1923. Assembly joint resolution No. 21.)

CHENERY, WILLIAM L.

Child-labor fight shifts to legislatures.

New York Times, December 7, 1924, sec. 9, p. 6.

CHILD LABOR MUST END.

Nation, December 3, 1924, v. 119, p. 590.

Briefly reviews the history of Federal control and of the amendment. Attributes the Massachusetts vote to a campaign of misrepresentation.

CLARK, WALTER.

Amendments to the United States Constitution.

Southern Textile Bulletin, December. 11, 1924, p. 10.

Discusses method of adopting Federal constitutional amendments with particular reference to the question as to whether the rejection by 13 States would constitute rejection of child-labor amendment. Regards the supposed right of a State having once rejected later to ratify an amendment as not finally settled. See also Editorial in same issue declaring intention of opponents of child-labor amendment to carry this question to the Supreme Court if necessary.

CONSTITUTIONAL AMENDMENT TO REGULATE CHILD LABOR: Ratification by Arkansas; rejection by Louisiana, Georgia and North Carolina; campaign in opposition.

Commercial and Financial Chronicle, November 1, 1924, v. 119, pp. 2025-2028.

DEMOCRATS AND CHILD LABOR.

Christian Science Monitor, October 8, 1924, p. 16.

Quotes from platform of Massachusetts State Democratic Convention and comments on change in attitude of Mayor Curley following statement of Cardinal O'Connell against the amendment.

GEORGIA CLEARS THE ISSUE.

American Child, August, 1924, v. 6, No. 8, p. 4.

On the rejection of the amendment by Georgia. See also Editorial "We don't mix no how," p. 5 of same issue.

KRUM, CHARLOTTE.

Child labor amendment ratification.

(In Illinois League of Women Voters' Bulletin, September-October, 1924, p. 35-36.)

LIES DEFEAT MASSACHUSETTS APPROVAL OF FEDERAL CHILD-LABOR AMENDMENT.

Labor Advocate (Quincy, Ill.), November, 21, 1924, p. 1.

Includes statement of Samuel Gompers.

LOUISIANA POSTPONES AMENDMENT RATIFICATION VOTE.

American Child, August, 1924, v. 6, No. 8, p. 5.

MASSACHUSETTS.

Resolutions in favor of an amendment to the Constitution of the United States authorizing Congress to enact a uniform child-labor law. Adopted February 12, 1924.

Reprinted in Congressional Record, March 11, 1924, v. 65, p. 3939. Memorial to Congress to adopt and submit an amendment to the States.

MASSACHUSETTS REJECTS AMENDMENT.

Southern Textile Bulletin, November 6, 1924, p. 22.

See also Editorials in issues of October 16, 1924, p. 54, and November 13, 1924, p. 22.

NATIONAL COMMITTEE FOR REJECTION OF TWENTIETH AMENDMENT, Washington, D. C.

Massachusetts electorate rejects so-called child-labor amendment. [n.d.] 1 p.

NATIONAL WOMEN'S TRADE-UNION LEAGUE OF AMERICA.

The shame of Massachusetts.

(In its Life and Labor Bulletin, December, 1924, pp. 1-2.)

An arraignment of the methods used in the campaign against the amendment in Massachusetts. Includes statement as to the membership of the Citizen's Committee for Protection of Our Homes and Children and the National Committee for Rejection of the Twentieth Amendment.

NEVADA.

Joint resolution memorializing Congress to adopt and submit to the several States of the Union an amendment to the Constitution of the United States authorizing Congress to regulate the employment of child labor in the industries of the United States.

Reprinted in Congressional Record, February 23, 1923, v. 64, pp. 4453-4454.

NEW YORK (STATE). Department of Labor.

Child-labor amendment. Commission to examine laws relating to child welfare making determined effort to have next legislature ratify proposed change in Federal Constitution to give Congress power to regulate labor of children.

(In its Industrial Bulletin, September, 1924, pp. 290, 300.)

Gives text of resolution prepared for introduction in State legislature. For report of hearing before the commission see New York Times, December 30, 1924, p. 8.

REMEMBER THIS ON NOVEMBER 4.

Industry (Associated Industries of Massachusetts), October 25, 1924, v. 14, No. 8, p. 1.

An appeal to Massachusetts readers of "Industry" to vote against the ratification of the child-labor amendment on the ground that the real aim of the measure is the nationalization of children.

THE STRUGGLE FOR THE CHILD-LABOR AMENDMENT AS REVEALED BY THE MASSACHUSETTS REFERENDUM. Published by the organizations associated for ratification of the child labor amendment, Washington, D. C., 1924, 24 pp.

CONTENTS: Cotton mill Statesline up; Child protection or "cheap labor?"; Manufacturers lead opposition; Ownership of southern mills; Manufacturers—Antifeminists—Wets; Attacks on women's organizations; Manufacturers propagandize farmers; Attitude of clergy and the churches; Opposition methods in Massachusetts; The false propaganda; Ruthless commercialism; Supporters of the amendment.

SWIFT, WILEY H.

Misinformed Massachusetts.

Survey, November 15, 1924, v. 53, pp. 177-178.

On the referendum vote in Massachusetts against the child labor amendment. *See also* article in *American Child*, December, 1924, pp. 1, 6.

THREE DOWN AND TEN TO GO.

Southern Textile Bulletin, August 28, 1924, p. 24.

Resolution passed by North Carolina Legislature rejecting child-labor amendment.

AN UNWORTHY CAMPAIGN.

Christian Science Monitor, October 16, 1924, p. 14.

Editorial on methods adopted by the opponents of the amendment in Massachusetts.

WILL NEW YORK RATIFY THE CHILD-LABOR AMENDMENT?

(*In Consumers' League of New York, Bulletin*, October, 1924, v. 3, No. 7, pp. 1-2.)

Annual Report of United States Women's Bureau

THE sixth annual report of the United States Women's Bureau, for the fiscal year ending June 30, 1924, gives a review of the activities of the bureau during the year covered, outlines some of the work in hand, and discusses the particular lines of investigation most needed for the coming year. The work of 1923-24 included State investigations of conditions of employment for women, several special studies of the problems of wage-earning women, cooperation with State and Federal officials in regard to such matters, research and educational work, and conferences on questions concerning women in industry.

Among the special studies of the year were an investigation into the amount and causes of absenteeism among women employed in textile mills, a survey of the social problems and economic status of woman wage earners in four representative communities, an inquiry into the employment relations of domestic workers, and a study of industrial accidents among women. Another study brought together the scheduled and actual working hours of women industrially employed in 13 States, the inquiry covering approximately 163,000 women employed in 1,709 plants. The research work included a study of the history, operation, and administration of minimum wage laws in the United States, a revision of an earlier bulletin on State laws affecting working women, a minimum wage bibliography, and a special bulletin presenting in graphic form facts as to the number of wage-earning women in the United States, their occupations, age, race, color, nativity, and marital status.

Few legislative gains are recorded, owing in part, it may be, to the fact that a number of State legislatures held no sessions during the year. Rhode Island passed a law, effective June 1, 1924, limiting the work of women in factories, and in manufacturing, mercantile, and business establishments to 9 hours a day and 48 hours a week. Attempts to amend the night-work laws for women in New Jersey and

New York were defeated. In Wisconsin a law establishing a 9-hour day and a 50-hour week for women became effective on September 1, 1923. In five States—Alabama, Maine, Maryland, New York, and Virginia—bills for an 8-hour day or a 48-hour week were introduced but failed to pass. In Rhode Island a bill prohibiting the employment of women between 10 p. m. and 6 a. m. was defeated, and in New York and New Jersey attempts to pass minimum-wage legislation failed.

For the coming year the bureau proposes to complete the studies under way, to make special investigations into conditions under which women are working in Delaware and Mississippi, to study employment records in States where adequate statistics are available, "with a view to determining whether or not the employment problem among women presents any unusual aspects which should make it a subject to be considered separately from that of men," and to continue and extend its educational work. Other matters which the bureau wishes to take up if its appropriation permits are a study of the whole question of the employed married woman, and particularly of the employed mother, a special investigation of the foreign-born women in industry, further studies of the effect of minimum wage laws, and a consideration of the whole theory of special legislation and protection for women.

LABOR AGREEMENTS AND AWARDS AND DECISIONS

AGREEMENTS

Brick and Clay Workers—Kenosha, Wis.

LOCAL No. 396 of the United Brick and Clay Workers of America entered into an agreement with the Wisconsin Clay Products Co., of Kenosha, July 5, 1924, for one year. The company agreed to check off all dues monthly on the submission of a list from the union showing the amount due.

The provisions relating to strikes, arbitration, and wages are as follows:

An employee of the company shall be selected to act for the local union in taking up and adjusting any grievance that may arise. He shall be called the yard steward. He may call in the local president to aid him.

One of the conditions of the signing of this agreement is that under no condition can the local union declare a strike, but in the case of a disagreement a national officer must be called in, and he must make a thorough investigation, and if after such investigation he decides the facts warrant a strike he may so recommend.

To prevent strikes or lockouts, in case the representative of the company and the union can not agree on any grievance, the matter shall be settled by arbitration.

Eight hours shall constitute a day's work, except where hereinafter specified. Wherever and when practicable, all work performed in excess of 10 hours shall be paid for at rate and one-half.

	Per week		Per M
Shovel engineers-----	\$40. 00	Helpers-----	\$0. 15
	Per hour	Transfer men-----	. 15
Clay pit men-----	. 55	Tossing and setting brick-----	1. 00
Hoist men, (15 cents per M, day work)-----	. 55	Loading brick at car-----	1. 37½
Pugmill men-----	. 60	Brick haulers-----	1. 37½
Kiln firemen (12 hours when kiln is in operation)-----	. 55	Loading brick-----	1. 37½
Boiler firemen (12 hours)-----	. 50	(Pay to be divided equally between loaders at kiln and car and haulers);	
Common labor-----	. 55	Belt men-----	. 15
Repair men-----	. 60		

Carpenters—Chicago

CHICAGO carpenters are working under an agreement between the Carpenters' District Council and general contractors which makes careful provision for arbitration as a substitute for strikes and lockouts and for the avoidance of minor jurisdictional disputes. The 8-hour day and 44-hour week are agreed upon, and wages are fixed at \$1.25 an hour, with double time for overtime and work on Saturday afternoons, Sundays, or holidays. The agreement is to

continue in force until May 31, 1926, although provision is made for reconsidering the rate of wages before that date, should either side desire it.

The provisions dealing with arbitration are as follows:

2. That both parties hereby agree that there shall be no strikes, lockouts, or stoppage of work and that they will by all lawful means compel their members to comply with the arbitration agreement and working rules as jointly agreed upon and adopted and that where a member or members affiliated with either of the two parties to this agreement refuse to do so they shall be suspended from membership in the association or union to which they belong.

4. *Arbitration committee.*—Both parties hereto agree that they will immediately upon consummation of this agreement appoint an arbitration committee to serve until the third Monday of January, 1925, or until their successors are selected and qualified; and shall annually select or elect before the third Monday of January an arbitration committee to serve for one year, or until their successors are selected and qualified.

In case of death, expulsion, removal, or disqualification of a member or members of the arbitration committee, such vacancy shall be filled by the association or union, as the case may be, within 30 days after such vacancy occurs.

5. *Number of members.*—The arbitration committee for each of the two parties hereto shall consist of five members, who shall, within 30 days after the completion and signing of this agreement, meet and form a joint arbitration board, elect a president, secretary, treasurer, and umpire, and thereafter the said arbitration committee shall meet not later than the third Monday of January in each year in joint session, when they shall organize a joint arbitration board for the ensuing year.

8. *Power of board.*—The joint arbitration board shall have full power to enforce this agreement entered into between the parties hereto, and to make and enforce all lawful working rules governing both parties. No strikes or lockouts shall be resorted to, and work shall continue pending the decision of the joint arbitration board or the umpire.

The joint arbitration board has the right to summon members of either side against whom complaints are lodged, or who are needed as witnesses, and failure to obey such a summons is punishable by a fine of \$25 for the first offense, \$50 for the second, and suspension for the third. Any violation of the rules embodied in this agreement or laid down by the arbitration board renders the offender liable to a fine of from \$25 to \$200. These fines are to be equally divided between the two parties to the contract by the joint arbitration board at the last regular meeting in December.

Strikes are dealt with quite fully. Apart from the general prohibition contained in the first paragraph quoted above, it is specifically provided that no member or members affiliated with the party of the second part shall leave work because nonunion men in other lines of work are employed on the building or the job, or because such nonunion men are employed upon any other building or job, and further, "the abandonment of work by the individual members of the party of the second part, either separately or collectively, by concerted or separate action, on any building or buildings being constructed by or for any member of the party of the first part, will be considered a breach of this agreement," unless the party of the second part furnishes other competent men for the work within 24 hours. Nevertheless, the right to strike under certain circumstances is expressly retained.

25. *Right to strike.*—Nothing in this agreement shall be construed to interfere with the rights of the officials of the union from stopping work for the purpose of collecting wages due the members until such time as payment is made, or in case of dispute as to the amount of wages due, until the matter has been referred by one party or the other to the joint arbitration board for adjustment.

The right of the carpenters to erect and install all hollow metal trim is specifically asserted in an addendum signed by the president of the national organization, and this right is declared to be "not subject to arbitration under the terms of the agreement."

The agreement makes it clear, however, that the union does not wish to carry its jurisdictional claims to the limits sometimes asserted, the following provision being included:

23. *Small tasks.*—Nothing in this agreement shall be construed to prohibit a journeyman or laborer of any trade from performing all small tasks of not to exceed a half hour's duration on any one day, ordinarily belonging to other journeymen or laborers, such other journeymen or laborers not being present on the building or job, at the discretion of the employer or foreman, in the interests of public economy.

Hotel and Restaurant Employees—Cleveland

LOCALS 106, 107, and 167 of the Joint Executive Board of the Hotel and Restaurant Employees, of Cleveland, representing waiters, waitresses, and cooks, made an agreement July 15, 1924, for one year. The employers agreed to hire only members in good standing in the union except that "the privilege is granted the employers to hire other than members of the respective unions, with the proviso that such persons affiliate with their craft unions within a period of 30 days after obtaining employment." All employees are to be paid weekly. The union agreed to furnish competent craftsmen and not to permit any walkout. All disputes are to be settled by arbitration.

The following provisions are of interest:

Waiters will not be permitted to work in excess of 6 consecutive days, 9 hours to constitute a day's work, the same to be worked within a period of 13 consecutive hours.

There shall be no fines levied against waiters for any cause whatsoever.

Adequate and sanitary locker facilities shall be provided and maintained by the management of each establishment.

A clean and otherwise sanitary place must be provided by the management where waiters only may eat their meals. The management must provide clean, wholesome and palatable food at all times, and the waiters shall have their choice at each meal of at least one roast and one entrée with an additional fish entrée on Friday and other fast days which are generally observed, and said entrée or roast, including soup, potatoes, one vegetable, coffee, tea, or milk, bread, butter, and one dessert, will be considered a meal. No one kind of roast or entrée shall be served to the waiters more than once in four consecutive days. In any establishment where the employer fails to comply with this agreement, and arbitration fails to clear the matter, the management will, on presentation of a petition signed by two-thirds of the waiters employed, abolish the serving of meals to waiters and pay 75 cents in lieu of every meal, in addition to their wages.

Waiters shall not be held responsible for losses occasioned by the use of tea strainers, demi-tasse spoons, sauces of different kinds, or any other articles used in service.

Waiters shall not be required to do so-called porter work, such as oiling tables, sweeping, washing of silver or glasses, or cleaning of vegetables or the handling of chairs and tables.

Where special uniforms are required, they shall be such as can be used for street wear, or for regular service at any other establishment.

Steady waiters, \$18 per week. An extra man for a full day's work of nine hours, \$4.

Steady two-meal waiters, \$14 per week, 6 hours per day, within a period of 12 hours. An extra man, \$3.

Steady one-meal waiters, \$10 per week of six days, three hours per meal. An extra man, \$2.

Overtime, 75 cents per hour, or any fraction thereof.

On New Year's Eve, \$5 for five hours or less work working in the a la carte service only. On banquets \$6 for five hours or less.

Captains, \$37 per week for steady work, \$8 per day, or \$3 per meal for extra work, working the same hours as waiters, and \$1.25 per hour overtime.

Steady two-meal captains, \$25 for six days of six hours per day.

Waiters at convention time for banquet work, if employed for three meals per day, \$2.50 for each meal and \$3.50 if working on banquet after 2 p. m. In the a la carte service, \$2 for each meal, working three hours per meal.

Extra waiters on banquets, \$3.50 for four hours or less. If worked after 10 p. m., \$4 without meal. Waiters required to set up the room for such an occasion, 75 cents per hour above the regular rate for serving.

Extra waiters on luncheon parties between the hours of 10 a. m. and 3 p. m., \$2.50 for three hours' work, same provisions for setting up room as on regular banquets.

Lunch-counter waiters, \$20 per week, same hours as table service waiters. Two-meal men, \$17 per week, six hours per day; one-meal men \$13 per week, three hours per day.

Beverage dispensers: Steady men, \$30 per week of six days, nine hours to constitute a day's work. Extra men, \$8 per day of 10 hours or less.

Clubs: Steady waiters, \$20 per week, 9 hours within 12, six days per week. Lunch waiters, \$12 for six days' work, three hours per day. Single lunch, \$2.50 for three hours' time. Banquets, same rate as that of the hotels.

Road houses, suburban hotels, restaurants, etc.: Steady waiters, \$18 per week with room, and \$21 per week without room. Steady two-meal waiters, \$15 per week of six days, six hours per day, without room. Extra men, \$5 for nine hours or less time, per day. Overtime, \$1 per hour.

The price of transportation to and from the job must be paid by the management for all extra men and short-time men.

Steady waitresses, \$16 per week, working 8 in 12, not after 8 p. m.

Two-meal waitresses, \$14 per week, six hours per day.

Steady one-meal waitresses, \$10 per week, three hours or less. Extra one-meal waitresses, \$2, three hours or less.

Steady counter girls, \$16, working 8 hours in 12, not after 8 p. m. Night girls working 8 in 12, \$16 per week. Two-meal counter girls, \$14 per week, three hours for lunch and three hours for supper. Extra girls, \$3 per day. Extra two-meal girls, six hours, \$3 per day.

Cafeteria girls, 8 hours in 12, \$16 per week, supplying their own uniforms. If the house furnishes the uniforms, \$14 per week.

Extra cafeteria girls working four hours or less shall be paid \$2.

All banquets, three hours or less, \$3.50; overtime, 50 cents per hour or fraction thereof; after 10 p. m., \$4.50; setting up, \$1 extra.

Weddings or clambakes, four hours or less, \$5; overtime, 50 cents per hour.

Head waitresses, working 8 in 12, \$30 per week.

Captains, \$22 per week.

Head waitresses and captains must belong to the union.

Sundays, 8 hours, \$4.50. Extra Sunday, 3 hours, \$3.

Holidays, eight hours, \$5. Extra holidays, three hours, \$3.50.

Waitresses shall not sweep or mop floors, wash dishes or silver, mirrors, windows, or coffee urns, clean fruits or vegetables, make salads, count or put away silver when off duty, be held responsible for loss of steak knives or any articles used in service, [or] be held responsible for breakage. Steady waitresses taken off their station to work on banquets shall receive \$1 above their regular wages.

Waitresses' standard uniform for all kinds of waitress work shall be plain white tailored waists and large apron either gored or gathered.

Chefs, su [sic] chefs, night chefs, pastry chefs, chef de party, and apprentices shall work 8 hours within 12, and all other cooks eight consecutive hours.

Any houses closing voluntarily on a holiday shall pay their cooks for the day closing.

The chef shall have full jurisdiction over the kitchen, and if any cook is discharged he shall be paid immediately.

A-1 hotels

	Rate per week
Su chef.....	\$60. 50
Second cook.....	49. 50
First assistant second cook.....	39. 60
Second assistant second cook.....	34. 65
All other assistants.....	29. 70
Night chef.....	49. 50
Chef de party.....	44. 00
First assistant.....	34. 65
All other assistants.....	29. 70
Head swing man.....	49. 50
Assistant swing man.....	44. 00
Head butcher.....	44. 00
Chicken butcher.....	29. 70
Oyster man.....	29. 70
Fish butcher.....	29. 70
Three apprentices allowed to each house, including fire man.....	22. 00
Pastry chefs, including two meals.....	60. 50
First assistant.....	38. 50
All other assistants.....	31. 63
Head baker.....	55. 00
Night baker.....	44. 00
All other assistants.....	34. 65
One apprentice allowed to baker and one to pastry department.....	22. 00
Head ice-cream man.....	44. 00

Cooks, pastry cooks, bakers, and ice-cream men in A-1 clubs shall work under the same conditions as A-1 hotels and to receive the same wages.

Restaurants having eight cooks or more shall work same as A-1 hotels and receive same wages.

Chefs, second cooks in clubs, restaurants, and summer resorts shall work 8 hours within 12, all other cooks to work 8 consecutive hours. In clubs having four cooks or less, chef to receive \$66 per week; second cook, \$49.50 per week; all other cooks, \$38.50 per week.

A-1 restaurants

	Rate per week
Chef.....	\$60. 50
Night chef.....	39. 60
Second cook.....	44. 00
Swing man.....	44. 00
All other cooks.....	34. 65
One apprentice allowed to each house, to receive.....	22. 00
Pastry chef.....	49. 50
Catering department chef.....	66. 00
Second cook.....	49. 50
All other assistants.....	38. 50

A-2 restaurants

Restaurants and cafeterias having two men or less, chef.....	49. 50
Second cook.....	33. 00
All other cooks.....	29. 70

Parks, summer resorts, and road houses

Chef.....	66. 00
Second cook.....	49. 50
All other cooks.....	38. 80

All cooks working overtime on steady jobs to receive \$1.50 per hour or fraction thereof.

Cooks working four hours or less, \$5.50.

Out of town work: Cooks, \$13.20 per day's work, expenses paid by the employer both ways.

Longshoremen

EIGHT agreements have been made recently between longshoremen's unions and the United States Shipping Board, master stevedores associations, and deepwater and other steamship lines. Two of these have been made with 13 unions at various points in Texas, three with unions in Boston, and three with four unions in Baltimore.

Heretofore two separate agreements have been made with the six unions in Galveston, Texas City, Houston, and Bolivar, one covering cotton and tobacco and the other covering the loading and unloading of all other kinds of cargo, but this year the two have been united into one, which naturally varies somewhat from the old, both in arrangement and phraseology. The changes, however, are minor in character.

The second agreement covers seven locals in Orange, Beaumont, Port Arthur, Port Neches, and Sabine, Tex. This contains but slight variations from the previous one, beyond providing for a rate of 20 cents per bale for cotton headed between beams hand stowed. In both Texas agreements the number of bales of cotton stowed by hand by a gang of five men to constitute a day's work was increased from 225 to 240.

The six agreements for Boston and Baltimore contain but slight changes beyond extending the 44-hour week to six months of the year in all branches of work instead of confining it to four or five months in certain branches only.

In the Boston agreements relative to tallymen and checkmen and work pertaining to the fitting up of vessels for cattle or grain the clause relative to disputes was changed to include two committees, one for transatlantic ships and one for intercoastal ships. On the former committee one of the representatives of the employers is to be a managing agent of the Shipping Board vessels; on the other, this is not necessary.

The first of these eight agreements became effective October 20, 1924; the others October 1. The rates and hours other than as noted above are the same as were given in the MONTHLY LABOR REVIEW for February, 1924, pp. 129 to 131.

AWARDS AND DECISIONS

Decisions of Railroad Labor Board—Seniority

SEVERAL cases relative to seniority have been considered by the Railroad Labor Board recently. A statement of a few of them may show the different views taken on the subject by the companies and the employees.

Accountant

IN DECISION No. 2653, made October 4, 1924, the contention of the Brotherhood of Railway Clerks was that a certain employee's seniority date was placed too early, that it should be August 20, 1918, instead of July 16, 1916.

Extracts from the statement of facts and the contentions of the employees as submitted to the board follow:

Statement of facts.—[The clerk] entered the service of the Great Northern Railway Co. at Great Falls, Mont., on the Butte Division, on July 16, 1916. During July, 1918, he secured a leave of absence to seek employment elsewhere on account of ill health. On August 20, 1918, [he] accepted permanent employment on the Cascade division at Seattle docks. His seniority date on the 1919, 1920, and 1921 seniority rosters was shown as August 20, 1918, but he was permitted to exercise the 1916 date in July, 1920, after a controversy had arisen over [his] assignment to the position of accountant at Seattle dock, which position had been applied for by a senior employee.

Employees' position.—The employees contend that [the clerk] did not transfer from Great Falls to Seattle for the carrier's convenience but transferred for his own convenience and at his own request, and that therefore under the agreements reached between the carrier and the duly accredited representatives of the employees governing the establishing of seniority dates prior to September 1, 1918, [he] is entitled to seniority only from the date he has been continuously employed in station and yard service on the Cascade division. We request that this case be so decided.

The reply of the carrier contains the following:

[The clerk] entered the service of the Great Northern Railway Co., Great Falls freight station, June 16, 1916. Having exceptional ability, he was soon promoted to chief clerk. A 30-day leave of absence was granted [him] on July 14, 1918. While visiting in Seattle, he [helped the] agent at Seattle dock for a period of 10 days between July 23 and August 3, 1918, continued his visit at other points on the coast, and returned to Great Falls, where he reported for work August 14. At that time shipbuilding and other activities in the Puget Sound region caused by the war made it impossible to get qualified help and the accounting work at the dock was in very bad shape.

[On the request of the] agent at Seattle dock a pass to Seattle was given [the clerk] on August 17 and he reported for work at Seattle dock on August 20.

Another clerk was just previously transferred to Seattle dock from Fargo on request of [the agent]. The clerks' organization later on requested that [he] be given the same seniority date at Seattle dock that he had held at Fargo, and on November 9, 1920, [this was done].

When [the clerk from Fargo] was given his former seniority date, [the clerk from Great Falls] asked for the same consideration. As the clerks' organization opposed giving [the latter] the same consideration they had claimed for [the former], all of the circumstances in connection with [the latter's] transfer were inquired into and the officers were then instructed to give him his Great Falls date of June 16, 1916.

In the opposition to [the Great Falls clerk, the] general chairman said it was because [the Fargo clerk] was transferred for the convenience of the carrier and [the Great Falls clerk] was not so transferred. The fact is that conditions at Seattle dock at that time were such that it was very much to the carrier's interest to get some qualified clerks there, which is the only reason that either were sent from the district of one general superintendent to that of another general superintendent; also, it is further a fact that neither of them would have been transferred if they had not been entirely agreeable to making the change.

Prior to September 1, 1918, when Supplement 7 to General Order No. 27 became effective, there were no seniority rules in effect for clerks. The promotion of clerks was based on their merit and ability, so the date of previous employment made no difference to the clerks who had been transferred and who were relatively very few so far as positions were concerned, but in the matter of pension and transportation privileges the carrier did then and does now consider them in service since the date of their original employment.

Both were transferred to Seattle dock for the same reason—namely, that qualified clerks could not be hired in Seattle at the time. After making the contention quoted in the foregoing, and agreeing to give [one clerk] the seniority date he would have had had he remained at Fargo, neither the clerks' organization nor the carrier can consistently or with justice deny the same consideration to [the other clerk] by giving him the date he would have had had he remained at Great Falls. The claim is that the carrier be required to discriminate against [the Great Falls clerk].

Decision.—The Railroad Labor Board decides that seniority of [this clerk] shall date from June 16, 1916.

Chief Clerk to Assistant Superintendent

IN DECISION No. 2642 made October 3, 1924, the Brotherhood of Railway Clerks and the Chicago and Eastern Illinois Railway jointly asked the board for an interpretation of rule 27 of the agreement, effective July 1, 1921, which reads as follows:

Employees now filling or promoted to excepted or official positions shall retain all their rights and continue to accumulate seniority in the district from which promoted.

When any excepted or official positions are filled by other than employees covered by these rules, no seniority rights shall be established by such employment.

The question was whether the name of a certain employee should appear on the roster for seniority district No. 26. The statement submitted to the board was briefly as follows:

[The employee] entered the service on October 1, 1913, as a telegrapher. March 18, 1917, he took the position of chief clerk to the assistant superintendent at St. Louis, which he is occupying at the present time. The position is listed as an excepted position in the agreement between the railway company and the Brotherhood of Railway Clerks. Under a rule in the agreement between the carrier and the telegraphers [the employee] retains [his] four years' seniority, nonaccumulative, as a telegrapher.

Employees' position.—We contend that as a telegrapher [the employee] was other than an employee covered by [rule 27], and when he changed from the position of telegrapher to that of chief clerk, an excepted position, he established no seniority rights in the clerks' agreement; and therefore that [his] name should be stricken from the roster for seniority district No. 26, where it is being carried with seniority dating as of October 1, 1913, the date of his entry into the service as a telegrapher.

Carrier's position.—Prior to July 1, 1921, seniority districts had not been definitely established on this railroad, no general separation having been made as between the different classes of employees prior to that date. Prior to Supplement 7 there was no such thing as "excepted positions" on this railroad. All men who were working in any capacity of assignment with the title of clerk or chief clerk held seniority as clerks.

In June, 1921, seniority districts were agreed upon, and the seniority of employees in these newly established districts was separated by classes. There having been no separation prior to this time, it was mutually agreed that an employee holding seniority as clerk on June 30, 1921, would be given seniority as a clerk from the date he last entered the service, regardless of the class of service in which last employed.

The carrier contends that [the employee] comes under the first paragraph of rule [27], "employees now filling," as he was filling this position on July 1, 1921, when this rule became effective.

Decision.—The Railroad Labor Board decides that the position of the carrier is sustained.

Clerk in Freight Office

IN DECISION No. 2643, made October 3, 1924, the question was over the neglect of a clerk in the Chicago freight office of the Michigan Central Railroad Co. to have his record corrected within a reasonable time after it was posted. He had entered the service as a clerk in the outbound freight office May 6, 1906, and had been promoted to a clerical position in the local freight agent's office September 16, 1907. Seniority rosters were posted July 15, 1920, January 1, 1921, and January 1, 1922, in each of which the seniority date of the clerk was shown as September 16, 1907. The clerk made no protest until January 9, 1922, when he claimed his seniority date should be May 6, 1906, in accordance with rule 5 of the clerks' national agree-

ment, which reads: "Seniority begins at the time the employee's pay starts."

Rule 22 of the agreement reads as follows:

A seniority roster of all employees in each seniority district showing name and proper dating will be posted in agreed-upon places accessible to all employees affected. The rosters will be revised and posted in January of each year and will be open to protest for a period of 60 days from date of posting. Upon presentation of proof of error by an employee or his representative such error will be corrected.

The carrier contends that September 16, 1907, is the correct seniority date of [the clerk] and is in accordance with the practice and understanding in force at the time [he] was transferred from the outbound freight office to the local freight agent's office.

The carrier further contends that [the clerk] should have filed a protest of error in his seniority standing within 60 days after the date of posting the first seniority roster under the clerk's national agreement on July 15, 1920; failing to do so, he did not comply with the provisions of rule 22 of that agreement, and, having failed, the rule does not grant him the privilege of filing a protest 60 days after the posting of seniority rosters in subsequent years.

Decision.—Based upon the facts surrounding this particular case and establishing no precedent for other cases, the Railroad Labor Board decides that the seniority of [the clerk] shall date from May 6, 1906.

Machinist

DECISION No. 2676, made October 20, 1924, relates to seniority rights in shops. The first paragraph of rule 21 of the agreement between System Federation No. 75 and the Chicago, St. Paul, Minneapolis & Omaha Railway Co., covering the employment of shopmen, reads as follows:

When the requirements of the service will permit, employees, on request, will be granted leave of absence for a limited time with privilege of renewal. An employee absent on leave who engages in other employment will lose his seniority, unless special provisions shall have been made therefor by the proper official and committee representing his craft.

A machinist who had entered the St. Paul shops of the carrier, July 22, 1922, during the shopmen's strike, secured a leave of absence on account of sickness from October 1 to December 1, 1923. Extracts from the statements submitted to the board follow:

No mention was made at the time he requested leave of absence that he be allowed to seek or enter other employment, and no arrangements were made with the machinists' committee that he could engage in other employment while he was off. The machinists' committee was not notified that the carrier had granted him a leave of absence.

While he was on this leave of absence he entered the employ of the American Can Co. in its St. Paul shops as a machinist on the night shift November 5, 1923, and he remained in the employ of the American Can Co. until November 24, 1923.

The employees contend that this action was in violation of rule 21, and that he lost his seniority standing as it existed at that time.

A reduction in [the carrier's] force was made April 23, 1924, and a number of machinists were laid off. The action of the carrier in allowing [him] to retain his seniority meant that he was not affected by the reduction in force. Consequently, [another] machinist was laid off and the employees contend that the oldest machinist among those laid off, according to seniority, is entitled to be paid for all time lost covering the period that he was laid off.

Carrier's position.—During this absence, owing to his financial circumstances, he went to work for the American Can Co. of St. Paul, in the capacity of tool maker, which was very light work. His doctor advised that he might do some light work and take advantage of the opportunity of earning something, although his physical condition would not permit him to resume work at the St. Paul shops. He reported and resumed work at the expiration of his leave.

Under date of January 4, 1924, [his physician] furnished a certificate to the effect that he had been ill and under his care, and recommended that upon his return to duty he be given light work for some time.

Rule 21 of the present shop-craft schedule is in substance identically the same as the rule of corresponding number in the national agreement, and has been in effect on this carrier since October 20, 1919. During that time a number of shop employees coming within the scope of that rule have accepted employment of a light nature while on sick leave, which the shop committee has never questioned or objected to.

Rule 21, in our opinion, does not and could not apply to an employee in the position of [this machinist] for the reason that he could not and would not go to our shop committee for consideration on any matter whatsoever and must rely upon the carrier for the protection of his seniority rights, guaranteed him at the time of employment.

The decision of the Railroad Labor Board was to the effect that the provisions of rule 21 were not complied with and the contention of the employees was sustained.

Roadway Clerk

IN DECISION No. 2639, made October 3, 1924, the roadway clerk in the division superintendent's office of the Great Northern Railway Co. at Everett, Wash., took leave of absence for 30 days, which was later extended to 90 days. There were two applicants for the position, which was given to the junior employee, who had "had two years' previous experience on the road desk on other divisions," while the senior employee had had no "experience on that particular desk" and the position was temporary in nature.

The Brotherhood of Railway Clerks, representing the senior employee, claimed compensation for the senior employee "for wage loss sustained account of not being awarded the position," since he "had sufficient fitness and ability to perform the duties of the position and should have been assigned to it." The company contended that its action in the matter was proper and "that in view of the fact that it was a temporary position it was necessary to assign some one who would not require breaking in or coaching to enable him to do the work."

The opinion and decision of the board follow:

Opinion.—In the opinion of the Railroad Labor Board the bulletin which was posted assigning [the junior clerk] to the position clearly indicates that he was assigned because of the fact that he had had experience in this work and not because [the senior clerk] was not considered sufficiently qualified. This is not in compliance with the promotion rule of the agreement.

Decision.—The Railroad Labor Board decides that the claim of the employees is sustained.

Statistical Clerk

IN DECISION No. 2652, made October 4, 1924, the Brotherhood of Railway Clerks objected to the award by the carrier of a position as statistical clerk in the bureau of statistics, division of freight accounts, in the accounting department at El Paso. It was urged that seniority rights had been ignored contrary to rules 3 and 12 of the agreement between the clerks and carrier, which read as follows:

RULE 3. Employees covered by these rules shall be in line for promotion. Promotion shall be based on seniority, fitness and ability; fitness and ability being sufficient, seniority shall prevail.

RULE 12. Employees entitled to bulletined positions will be allowed a reasonable length of time in which to qualify, and, failing, will be returned to former position without loss of seniority. Other employees displaced by such return will also return to former positions.

The employees contended that the award should have been given to a certain clerk in the statistical bureau who was familiar with the work and capable of filling the position.

[The carrier stated that the above clerk] was not given the position of statistical clerk for the reason that she did not fulfill the requirements of fitness and ability for the position, particularly on account of her temperament and disposition; for the latter reason the clerk at the head of the statistical desk and the chief clerk having charge of the statistical desk could not recommend her for the position.

The board, however, sustained the claim of the employees and decided that the clerk championed by the employees had "fitness and ability to fill the position."

Train Dispatchers

IN DECISION No. 2621, made September 24, 1924, the question was whether seniority rights should be considered. The following is taken from the agreed statement of facts:

Statement of facts.—Effective December 1, 1922, the chief dispatcher of the Kansas City, Mexico & Orient Railroad Co. at Wichita was assigned by the carrier to work the first trick in addition to his regular duties as chief dispatcher, thereby displacing an older employee in the service, who was thereby deprived of regular employment, there being no regular position open for him.

Employees' position.—This action of the carrier [is] improper and in violation of section (b), article 4, of agreement, which reads:

"Seniority rights will be limited to one superintendent's jurisdiction."

Carrier's position.—On August 23, 1918, owing to fact there was no one in the dispatcher's office at Wichita competent or desiring to accept the position of chief dispatcher at that point, it was necessary to import a chief dispatcher from the Texas division.

On December 1, 1922, further economy in operation was found necessary and we were forced to reduce the dispatching force by requiring the chief dispatcher to work a trick.

There still being no one in the Wichita office competent or willing to accept the chiefship, [the chief dispatcher] was continued in that position, working first trick, and the junior trick dispatcher was demoted, which under the circumstances was not only all that could have been done to effect the necessary economy, but is likewise in line with railway practices and well within the dispatcher's schedule.

Denying to a railroad the right to make necessary reductions in force would be a wide departure from any rule or interpretation that we are familiar with.

At the oral hearing on this dispute the representative of the employees stated that when the chief train dispatcher was assigned to the position of first-trick train dispatcher in addition to his regular duties the position was not bulletined and the train dispatchers in the office were not given an opportunity to bid for it, and that had the position been bulletined the oldest dispatcher in the office would have bid it in.

The Railroad Labor Board sustained the action of the carrier.

Clothing Workers—Baltimore

THE trade board has issued two decisions in a controversy between Henry Sonneborn Co. (Inc.), and their employees relative to trimming methods, cases 222 and 233, November 7 and 25, 1924. The second grew out of the decision in the first. Briefly, they are as follows:

The company desires to have standards set for trimming summer goods, and in doing so desires to change the method of trimming so that some of the work will be cut in bulk on the stock basis instead of by tickets.

The union objects to the change in method for three reasons: (1) That it is contrary to the agreement; (2) that it would cause losses to the workers in reduced amount of work; (3) that it involves taking away work from trimmers and giving it to nonunion workers.

With respect to the change in method of work itself, section 6 of the agreement, in very plain language, says that the company shall have the right to make changes in its method of production. The trade board sees no difference between the change in trimming method now proposed by the company and such other changes as are constantly made from hand to machine work. Combining or splitting operations, which everybody understands, is permitted by the agreement.

The only restriction on the right to change method is that the workers affected by the change shall not be made to suffer because of the change. This means that no worker must lose his job on account of any change in method of production. It does not mean that the amount of work on any one operation may not be reduced. When machinery is introduced in place of handwork, the amount of work on each operation is greatly reduced, but as long as the handworker is given a job on the machine or some other work that he can do the requirements of the agreement are met. When some of the trimmers' work is cut in bulk instead of with the tickets, there is a saving in labor on the operation, the same as is secured by substituting machines for handwork; but as long as the company keeps all the trimmers or gives them other work that they can do, they can not be said to suffer any injury. This is the uniform rule wherever the union has agreements with the manufacturers. It is expected that the saving in labor cost on each operation will increase sales and thus increase the total amount of work and earnings for the workers. Therefore, as long as no trimmer loses his job on account of the change, the firm is permitted by the agreement to make the change.

With respect to the third question, the board has already made the ruling in several previous cases, that the agreement does not permit the company to give to nonunion people work that was done by union workers under the agreement.

If the firm can arrange the new method of work without any trimmer losing his job and without giving any of the work to nonunion people, then the change is authorized by the agreement and standards must be fixed on the basis of the new method.

The second decision is based on the preceding paragraph.

The union complains that the company is violating the [above] by taking the assembling and assorting of trimmings away from the trimmers and giving it to nonunion workers.

The answer of the company is that no work formerly done by union men is being given to nonunion workers, but that such work has been abolished and is not being done at all.

Specifically, the complaint of the union has to do with certain summer goods trimmings which in case No. 222 the trade board decided could be cut in bulk. In that case the board clearly stated, however, that none of this work that was done by union men could, under the agreement, be given to nonunion workers.

The trimmings which the board decided in case 222 could be cut in bulk, were:

- | | |
|-------------------|--------------------|
| 1. Collar canvas. | 5. Hymo. |
| 2. Canvas fronts. | 6. Sleeve facings. |
| 3. Felt. | 7. Underblock. |
| 4. Lapel pieces. | 8. Pocket silesia. |

In order to find out whether any of this work was being done by nonunion men, or if it was abolished as the company claimed, the board made an investigation in the shop of the contractor where the summer goods is to be done.

The results of this investigation showed that some of this work could not possibly be abolished, but part of it could be done away with. Canvas fronts, felt, and underblocks are cut to make models and sizes match, and the fronts and underblocks also have shades which must match. The separating, assorting, and assembling of the sizes, models, and shades on these three things, fronts, felt, and underblock, is work that must be done by somebody. It can not be abolished. Therefore the trimmers must do this work.

Lapel pieces and hymo are not cut to sizes, models, or shades, and the company's orders are to give these to the operators as they come from the trimmers in bulk, the operator thus having a supply on hand and taking what he needs for his work. There is, therefore, no assorting, separating, or counting in the case of hymo and lapel pieces. The work is abolished and not given to any nonunion workers.

In the case of the sleeve facings, pocket silesia, and collar canvas it is not so clear that the assembling and assorting is abolished, but the company says it desires to abolish this work and the trade board finds that it can easily be abolished if the company will issue orders to this effect. Collar canvas, even on woolens, are not counted and assorted. The trimmer cuts them and a boy takes them away. Sleeve facings have no sizes and models, but only shades, and the same is true of pocket silesia. It would be an easy matter for the company to give to the operator bundles of these things of different shades so he will have a supply on hand the same as the hymo and lapel pieces, thus eliminating assembling and assorting.

Therefore the trade board rules that sleeve facings, pocket silesia, collar canvas, as well as hymo and lapel pieces, shall not be assorted and assembled, but the operators shall be given a supply of each which they can use as needed; then this work is properly abolished and the trimmers can not insist that they must do it. But canvas fronts, felt, and underblocks require assorting and assembling, which is work that belongs to the trimmers' operation, and they must do it.

Shirt Industry—New York City

THE impartial chairman of the Board of Arbitration in the shirt industry of Greater New York, on November 10, 1924, handed down a decision, case No. 50, in a dispute between the Sagamore Shirt Co. and the union, concerning division of work, briefly as follows:

Complaint was made by the union that this firm was not willing to make equitable division of the work done in the cutting room.

Prior to the conference agreement entered into between the manufacturers and the union on October 18, 1924, this firm employed a cutter and marker in their cutting room. On the resumption of work, the marker heretofore employed by the firm refused to return to work, and when the union sent up another marker the firm refused to employ him. Now the firm is willing to give employment to a marker, but only at such times as there is actual marking to do, and after that the marker would be laid off. In the case of the cutter, however, when there was no cutting to do he would be given other work, such as pinning and spreading and even work outside of the cutting room. The firm claims there is very little marking to do and that they would not be justified in giving the cheaper work to a worker receiving the wages of a marker.

The union contends that to allow a marker to come in and out of the shop to do a small amount of marking and be laid off while the cutter still continued to work inside the cutting room would break down all the heretofore-established principles of the equitable division of work.

The board of arbitration decides that all work done in the cutting room of this firm must be equitably divided among the workers employed in said cutting room.

Street Railways—Boston

ON THE expiration of the agreement between the Boston Elevated Railway Co. and its employees, members of Division 589 of the street railway union, June 30, 1924, the men made a request for an

increase of 25 cents per hour. The company countered by suggesting a decrease of 5 cents per hour. Not being able to agree upon a rate, the matter was referred to arbitrators, as had been done a year before. (For the arbitration award of October 15, 1923, see the MONTHLY LABOR REVIEW, January, 1924, pp. 110-113.)

The arbitrators in their award of October 15, 1924, increased the scale by $2\frac{1}{2}$ cents, making it $72\frac{1}{2}$ cents per hour. Seven thousand men benefit by the award. It is estimated that the increase will add \$500,000 to the yearly pay roll of the company.

The more important parts of the award follow:

The principal question is whether the present maximum wage, fixed by the board of arbitrators at 70 cents an hour, and effective as of July 1, 1923, shall be reduced to 65 cents, as the company requests, or increased to 95 cents, as the employees request, and if neither claim can be accepted, what is a fair, just, and reasonable amount for the company to pay and the employees to accept.

The parties agree that the board need determine only the wages of the motor-men and conductors of two-men cars and that the wages of all other employees shall be adjusted by adding to or deducting from their hourly rates the number of cents per hour by which the hourly rate of the blue uniform men is increased or decreased.

It may be well to consider first the request of the company that the wages be reduced, and the reasons which it presents in support of its claim. While it urges that the present basic wage is excessive, it placed more emphasis on the present condition of the company's finances, on the fact that in its last fiscal year, a marked diminution has developed in its receipts from passenger traffic, resulting in what would have been a deficit of more than \$140,000 were it not for the receipt of income to about this amount from other and unexpected sources. Thus a situation exists which, it claims, can be met only by a substantial reduction in the wages of its employees.

The principle which applies to the relation between wages and the financial condition of employers, as generally stated by arbitration boards, by Federal judges in receivership matters and by such authorities as Justice Higgins, of the arbitration court of Australia, and Chief Justice Taft when chairman of the war labor board, is, in substance, that the employee is not a partner or joint adventurer, sharing in profits and losses, and that his remuneration ought not to depend on these contingencies.

On this phase of the case it may be well to advert to the general scheme of the special act of 1918 (C. 159), entitled "An act to provide for the public operation of the Boston Elevated Railway Co.," under which the board of trustees of the Boston Elevated Railway Co. was created and the management and operation of the company's railway system given to it.

Its purpose was to provide transportation service to the public at cost, the trustees to fix such rates of fare as would reasonably insure sufficient income to meet the cost of service, but should the cost exceed the income the taxing power of the Commonwealth to be invoked to require those cities and towns in which the company operates to pay into the treasury of the Commonwealth sufficient sums to meet the deficiency.

The cost of service which the trustees are required to meet include operating expenses, taxes, rentals, interest on all indebtedness, a proper allowance for depreciation, and losses.

If the income from passengers is insufficient to meet these fixed expenses, it would hardly seem that an act of the legislature which so strictly requires the payment of dividends as well as all fixed charges regardless of actual receipts, could have contemplated, in its spirit at least, that as a means of bringing operating expenses to the level of income, the trustees should resort to the expedient of reducing wages, if in themselves the wages are not excessive.

It may be further said that when, after a deficit has been borne by the public, receipts begin to exceed expenses the taxing district must be reimbursed for moneys advanced. But there is no provision for reimbursing employees whose wages have been cut in the process of reducing expenses, and have thus indirectly contributed toward bearing the deficit. It seems to us that so far, at least, as the facts in this case are concerned, the disparity between income and expenditure is not a reason for decreasing wages.

The claim that the wage itself is excessive, and the questions as to what is a fair, just, and reasonable one, can be answered only by applying such standards or definite and accepted principles as seem plainly consonant with justice. The basic wage should be sufficient to enable the employee to support his family in reasonable comfort, to maintain a normal American standard of living according to his position in life and as established or fixed in his own locality or community, to educate his children, and to lay by something for the future in the event of sickness or death. It is, however, more difficult to apply the standard than to define it.

The eight-hour day is expressly recognized, as between the company and its employees, as the just, reasonable, and basic period of labor, and the board is of opinion that in fixing the wage rate only the amount received for six days' work a week should be considered. The present rate of pay as fixed by arbitration is 70 cents an hour, or \$5.60 a day. It is true that the average wage earned is \$5.94 a day for 6.40 average days a week.

But these earnings evidently imply work in excess of the eight-hour period and six-day week, which are the fair criterion or norm of the justice of the wage. At the \$5.60 rate for a day of eight hours, if we allow the employee 52 days as the equivalent of the Sundays of the year, and 14 days in addition, as the equivalent of a vacation for that period, without any deduction for holidays, he will earn about \$1,675 a year, provided nothing interferes in the way of sickness or other pressing necessity to require his absence from work. If, however, he must be absent from his work for a day he must lose a day's pay, because he is hired by the day and not by the year or the month.

It is proper, however, to say in this connection, lest the fairness of the company as an employer be questioned, that employment with it is practically as permanent as the employee may desire; that the turnover is negligible in amount; that employees are not discharged except for cause, and that the working conditions are unexcelled in any city of the country, a manifest spirit of cooperation and mutual interest existing between the company and the men which could not but impress a disinterested observer.

The only question, however, that we are now concerned with is that of the wage. Taking into consideration all the relevant factors, the nature of the employment itself, the prices paid for labor in many of the trades, the wages paid to motormen and conductors in certain large cities of the country, the persistently high cost of living and the several budgets of family expenses, while we think that 75 cents an hour, would, under more favorable conditions, constitute a just and fair basic wage, in the present circumstances, giving due consideration to the present trend of the company's income and to the total outgo entailed by an increase, we are of opinion that 72½ cents an hour is a reasonable hourly wage, and we accordingly fix it in that amount.

The other questions submitted to the board of arbitration concern "free transportation," "vacations with pay," "men called when off duty," "service car motormen," "time for reporting and turning in," "station receivers," "one-man cars and bus service," "pay for motormen operating trains," "guards riding between cars," "temporary changes in employment," "night work," "pay for employees not assigned," "loaning employees from one division to another," and "overtime in the department of maintenance."

Concerning the pay of employees for operation of one-man cars and bus service, we award eight cents per hour in excess of the 72½ cents an hour awarded to motormen and conductors on two-men surface cars, the differential which has been in effect for the past three years.

Under existing conditions and in view of the fact that in estimating a fair hourly or daily wage we have taken into account such reasonable allowance as will permit a vacation with pay we are constrained to deny the specific request for such a vacation, as well as for free transportation.

The remaining questions affect working conditions, and we are of the opinion on the whole that such questions should so far as possible be arranged between representatives of the company and the association and they are accordingly denied.

Back pay from July 1, 1924, until date when the new rates are actually put in effect on the pay roll shall be computed at the rate of 3.55 per cent of the actual earnings of each man from July 1 to the date when these rates become in effect on the pay roll. Payment of back pay shall be made on or before January 15, 1925.

Should any questions arise between the parties as to the meaning of any of the provisions of this award, it is understood that they will be referred to the board for determination and its decision shall be final.

Dissenting opinion

I am unable to agree with the decision of the majority of the board granting an increase in wages.

I do not believe that the question of what is a fair and just wage should be determined in the abstract upon the basis of a theoretical budget as to how much a wage earner should have to support himself and his family according to a certain standard of living sometimes called the "American standard," or according to one's individual ideas on the subject, without consideration of the industry involved, the conditions which it is obliged to meet, the wages paid in comparable occupations, the purchasing power of the wage as affected by changes in the cost of living, and the effect upon the other parties in interest. This is particularly true in the case of an essential public utility, where the proper functioning of the industry is a matter of public necessity. By this I do not mean that the public may assert its interest against a particular group to deprive that group of a minimum fair living wage. But after wages have advanced beyond this minimum level it is in the interest of everyone concerned that all these factors be considered to the end that the wage awarded may not cripple the industry or unduly restrict it in the performance of its service.

A careful estimate submitted at the hearings showed a substantial deficit from the operation of the road for the current year. The award of the majority results in an added burden of about \$500,000 for the year.

It seems to me that the imposition of this burden is unjustified, unless these employees are at present not receiving a fair wage. That these men are not underpaid, but, on the contrary, are well paid and are now receiving on the average more than other groups engaged in comparable occupations will be seen from the following comparisons:

Since December, 1914, the cost of living in Boston, according to the United States Bureau of Labor Statistics, has advanced approximately 63 per cent, while during the same period the hourly rate of wages of the blue uniform men on this system has advanced from 31 $\frac{1}{4}$ cents to 70 cents per hour, or 124 per cent. During this period the hours of labor have been reduced from 9 to 8; a guarantee of a minimum pay for eight hours per day has been established; certain allowances in addition to the basic hourly rate have been increased, and the period of service required to attain the maximum rate has been reduced from six years to one.

A tabulation of actual pay-roll figures shows the average earnings of the blue uniform men at the present rate of wages to be approximately \$6 per day, which on the basis of the six-day week, or 313 working days per year, results in an annual wage of \$1,878. As a matter of fact, these men actually work on the average 6.46 days per week and receive an average weekly wage of \$38.63, or over \$2,000 per year.

The salaries paid to policemen and firemen by the city of Boston range from \$1,400 to \$1,900, the maximum rate being attained only after five years of service.

The average salaries paid to letter carriers and post-office clerks is approximately \$1,750.

The average earnings of male wage earners in 395 representative manufacturing establishments in Massachusetts, as reported by the department of labor and industries of the Commonwealth for the month of July, 1924 (the latest month available), was \$27.21, the highest earnings in any of the 30 industries covered being \$35.09.

As compared with the present rate of 70 cents per hour, the Eastern Massachusetts rate is 58 cents; the Connecticut company, 60 cents; Public Service, of New Jersey, 60; St. Louis and Pittsburgh, both 67; Philadelphia, 68.5; Detroit, 70. The surface lines in New York City pay their motormen and conductors 63 cents an hour as a maximum attained after nine years' service.

The higher rate paid to motormen on the rapid transit lines in New York is more than offset, for the purpose of comparison with our rates, by the lower rates there paid to conductors and guards, namely, 58 $\frac{7}{8}$ and 54 $\frac{5}{8}$ cents per hour on the Interboro and 57 and 53 cents on the Brooklyn Manhattan Transit Co. Chicago alone of all the large cities in this country is now paying a rate in excess of the present rate in effect on this system, and only one other city, namely, Detroit, is paying as high a rate.

A year ago the wages of the men on this system were increased by a board of arbitration nearly 15 per cent for the purpose, as expressed by a majority of the board, of putting them upon a "fair and somewhat permanent basis."

No changes have occurred since that time to justify an increase of the wage then awarded. Such wage adjustments as have been made in private employ-

ments have, in general, been downward. As compared with a year ago, general business conditions are depressed, and this depression has reflected itself in decreased receipts for the system. The cost of living also has declined during the past year, as shown by reliable figures published by both Federal and State departments.

Fully appreciating the desirability of having men well paid, it must be apparent that there is a limit beyond which a group of employees in public service can not have wages increased without working an unjust hardship upon others. The wages of these men have been advanced step by step by successive arbitration until, in my judgment, this limit has been passed.

Agreement in the Danish Dairy Industry

THE American Consul General at Copenhagen, Denmark, reports under date of September 23, 1924, that the Dairy Workers' Association in Denmark and the Danish Mutual Dairy Associations' Organization have recently concluded an agreement as to wages and working conditions to be in effect until terminated upon three months' notice from either party, the termination to go into effect the following November. This agreement is of interest and importance, since Denmark is primarily an agricultural and dairy-ing country.

All apprenticed dairy workers are divided into two wage classes: Workers with at least six years of practical apprenticeship and a diploma from a dairy school, or with at least seven years of practical apprenticeship; and workers (including women) who have served an apprenticeship of four years. Wages for the first class are set at 205 kroner¹ per month from the 1st of June, 1924, and for the second class at 155 kroner per month. In the case of dairies producing cheese a supplemental wage (or production bonus) per month per worker is provided for when a certain amount is produced each day throughout the month, as follows:

Production per day	Monthly bonus (kroner)
750 kilograms ²	10
1, 000 kilograms.....	15
1, 500 kilograms.....	20
2, 000 kilograms.....	25
2, 500 kilograms.....	30

Dairies preparing milk for milk dealers will pay the same additional compensation as those producing cheese when the milk pails are washed on the premises.

All dairy workers of the first class who have been in continuous employment at a dairy over one year receive a variable supplement to their basic pay of at least 50 kroner per year (payable monthly), but such supplemental pay must not in any event exceed 250 kroner annually.

For the use of a separate room (and bed linen) 10 kroner per month are deducted from each worker's wage, and when two or more workers share a room 8 kroner per month are deducted from each such worker's wages.

¹ Krone at par=26.8 cents; exchange rate varies.

² Kilogram=2.2 pounds.

The basic pay is to vary according to the official price index of the Danish Statistical Department, increasing or decreasing by 75 øre¹ per point, as the price index in question goes up or down. Regulation on this point usually takes place from the 1st of March and the 1st of September following the announcement of the official price index in February and August.

Eight days' summer vacation with pay is granted to workers employed in the dairy in question since the previous November and who intend to continue in such employment. In the event the vacation mentioned is not taken, a worker is entitled to the sum of 30 kroner.

Dairies producing at least 2,000,000 kilograms of milk annually must have at least one worker in the first wage class.

Controversies regarding the enforcement of this agreement will, if possible, be settled by a representative of the Danish Dairy Workers' Association, together with a representative appointed by the Danish Mutual Dairy Associations' Organization, acting as arbitrators between the parties in controversy. In the event an agreement can not be reached, the two representatives will elect another arbitrator (impartial), whose decision shall be accepted as final, provided it does not in any way violate the principal rules and regulations of this wage agreement.

¹ Øre at par=0.208 cent; exchange rate varies.

EMPLOYMENT AND UNEMPLOYMENT

Employment in Selected Industries in November, 1924

EMPLOYMENT in manufacturing industries in the United States as a whole was practically unchanged from October to November, the actual percentage change being a decrease of only one-tenth of 1 per cent. Aggregate earnings of employees, however, decreased 1.3 per cent, resulting in a decrease in per capita earnings of 1.2 per cent. Regularly occurring seasonal decreases in various industries, such as men's and women's clothing, for example, were responsible for the slight decrease in employment, while the larger falling off in earnings was due almost entirely to the holidays quite generally observed in many localities during the first half of November.

These unweighted figures, presented by the United States Department of Labor through the Bureau of Labor Statistics, are based on reports from 8,557 establishments in 52 industries covering 2,553,132 employees whose total earnings during one week in November were \$65,412,934. The same establishments in October reported 2,555,812 employees and total pay rolls of \$66,294,524.

Four of the nine geographic divisions of the United States—the New England, Middle Atlantic, South Atlantic, and East South Central States—all made gains in the number of their employees during the month, but the South Atlantic States alone show a gain in the earnings of employees.

Comparison of Employment in November, 1924, and October, 1924

TWENTY-FIVE of the 52 separate industries gained employees in November as compared with October, and the same number of industries gained in pay-roll totals, although the industries in the two groups were not entirely identical. The gains in employment were for the most part relatively small. The rubber boot and shoe industry, however, shows a gain of 47 per cent, which marks a return to more normal conditions after a depressed summer. The cigar and cigarette industry gained 11.4 per cent in employees, and the agricultural implement industry gained 6 per cent.

The losses in employment were especially marked in the sugar-refining industry (10.7 per cent), in confectionery (10.2 per cent), in ice cream (8.7 per cent), in women's clothing (7.8 per cent), and in men's clothing (4.7 per cent).

Increases in pay-roll totals in the rubber boot and shoe and cigar and cigarette industries were greater even than their increases in employment. Steel shipbuilding and pianos also paid considerably increased amounts in wages, while the per cent of increase in the pay-roll totals in the agricultural implement industry was the same as the increase in employment in that industry. Decreases in pay rolls of 18.3 per cent and 11.3 per cent, respectively, are shown in the

women's and men's clothing industries, and steam fittings, boots and shoes, sugar refining, confectionery, pottery, and ice cream all show decreases of over 7 per cent.

The textile, iron and steel, paper, chemicals, tobacco, and miscellaneous groups of industries all gained in the number of employees during the month, the tobacco group alone, however, making a noticeable advance, and the paper, chemicals, stamped ware, tobacco, and miscellaneous groups gained in pay-roll totals. The food and vehicles groups each dropped more than 1.5 per cent of their employees, and the leather group showed a decrease of 8.2 per cent in pay-roll totals.

For convenient reference the latest figures available relating to all employees, excluding executives and officials, on Class I railroads, drawn from Interstate Commerce Commission reports, are given at the foot of the first and second tables.

COMPARISON OF EMPLOYMENT IN IDENTICAL ESTABLISHMENTS DURING ONE WEEK EACH IN OCTOBER AND NOVEMBER, 1924

Industry	Es- tab- lish- ments	Number on pay roll		Per cent of change	Amount of pay roll		Per cent of change
		October, 1924	November, 1924		October, 1924	November, 1924	
Food and kindred products	1,019	192,084	188,774	-1.7	\$4,694,779	\$4,682,833	-0.3
Slaughtering and meat packing.....	81	79,286	81,662	+3.0	1,957,190	2,067,718	+5.6
Confectionery.....	248	34,441	30,944	-10.2	615,852	552,380	-10.3
Ice cream.....	95	6,519	5,955	-8.7	208,137	193,452	-7.1
Flour.....	287	14,917	14,635	-1.9	397,543	378,782	-4.7
Baking.....	293	46,705	46,456	-.5	1,212,372	1,218,013	+0.5
Sugar refining, cane.....	15	10,216	9,122	-10.7	303,685	271,988	-10.4
Textiles and their products	1,639	515,179	515,505	+1	10,164,795	9,922,593	-2.4
Cotton goods.....	320	175,713	176,153	+2	2,788,591	2,739,093	-1.8
Hosiery and knit goods.....	242	67,988	69,879	+2.8	1,173,439	1,219,509	+3.9
Silk goods.....	181	50,095	49,679	-.8	1,084,607	1,023,381	-5.6
Woolen and worsted goods.....	172	67,752	69,132	+2.0	1,602,088	1,632,659	+1.9
Carpets and rugs.....	28	20,294	21,085	+3.9	537,443	566,634	+5.4
Dyeing and finishing textiles.....	91	27,560	28,070	+1.9	664,321	666,742	+0.4
Clothing, men's.....	266	55,340	52,764	-4.7	1,302,273	1,155,342	-11.3
Shirts and collars.....	86	21,372	21,530	+7	322,181	324,261	+0.6
Clothing, women's.....	172	16,967	15,637	-7.8	434,973	355,178	-18.3
Millinery and lace goods.....	81	12,098	11,577	-4.3	254,879	239,794	-5.9
Iron and steel and their prod- ucts	1,472	544,753	547,063	+4	15,541,185	15,498,774	-.3
Iron and steel.....	216	250,324	251,449	+4	7,329,190	7,400,159	+1.0
Structural ironwork.....	144	18,320	17,930	-2.1	507,441	473,933	-6.6
Foundry and machine-shop products.....	677	168,030	169,921	+1.1	4,683,719	4,762,151	+1.7
Hardware.....	52	30,937	31,287	+1.1	742,693	769,464	+3.6
Machine tools.....	173	21,493	21,815	+1.5	604,106	620,733	+2.8
Steam fittings and steam and hot-water heating apparatus.....	127	38,835	37,961	-2.3	1,171,439	998,871	-14.7
Stoves.....	83	16,814	16,700	-.7	502,597	473,463	-5.8
Lumber and its products	1,036	197,075	195,697	-.7	4,315,749	4,246,652	-1.6
Lumber, sawmills.....	408	111,169	109,287	-1.7	2,260,385	2,212,674	-2.1
Lumber, millwork.....	262	31,460	31,008	-1.4	763,359	732,090	-4.1
Furniture.....	366	54,446	55,402	+1.8	1,292,005	1,301,888	+0.8
Leather and its products	311	106,683	106,224	-.4	2,472,516	2,268,816	-8.2
Leather.....	118	23,408	23,745	+1.4	580,688	580,012	-.1
Boots and shoes.....	193	83,275	82,479	-1.0	1,891,828	1,688,804	-10.7
Paper and printing	730	139,033	139,713	+5	4,259,994	4,264,818	+1
Paper and pulp.....	195	50,498	50,483	-(1)	1,335,983	1,319,203	-1.3
Paper boxes.....	146	16,044	16,061	+1	339,850	342,993	+0.9
Printing, book and job.....	220	37,366	37,591	+0.6	1,232,658	1,235,169	+0.2
Printing, newspapers.....	169	35,125	35,578	+1.3	1,351,503	1,366,953	+1.1
Chemicals and allied products	253	71,290	71,368	+1	2,048,699	2,127,557	+3.9
Chemicals.....	96	22,088	22,290	+0.9	567,157	568,020	+0.2
Fertilizers.....	104	7,241	7,193	-.7	133,107	132,590	-.4
Petroleum refining.....	53	41,961	41,885	-.2	1,348,435	1,426,947	+5.8

¹ Less than one-tenth of 1 per cent.

COMPARISON OF EMPLOYMENT IN IDENTICAL ESTABLISHMENTS DURING ONE WEEK EACH IN OCTOBER AND NOVEMBER, 1924—Concluded

Industry	Estab- lish- ments	Number on pay roll		Per cent of change	Amount of pay roll		Per cent of change
		October, 1924	November, 1924		October, 1924	November, 1924	
Stone, clay, and glass prod- ucts.....	602	104,513	104,200	-.3	\$2,784,632	\$2,724,610	-2.2
Cement.....	74	23,898	23,976	+ .3	707,211	689,439	-2.5
Brick, tile, and terra cotta.....	333	30,456	29,771	-2.2	806,759	781,438	-3.5
Pottery.....	51	12,279	12,221	-.5	316,164	285,723	-9.6
Glass.....	144	37,880	38,232	+ .9	951,498	968,010	+1.7
Metal products, other than iron and steel.....	44	13,180	13,152	-.2	299,112	309,458	+3.5
Stamped and enameled ware.....	44	13,180	13,152	-.2	299,112	309,458	+3.5
Tobacco products.....	192	39,183	42,549	+8.6	681,833	763,244	+11.9
Chewing and smoking tobacco and snuff.....	35	9,097	9,023	-.8	142,896	133,265	-6.7
Cigars and cigarettes.....	157	30,086	33,526	+11.4	538,937	629,979	+16.9
Vehicles for land transporta- tion.....	886	429,705	422,783	-1.6	13,310,320	12,803,173	-3.8
Automobiles.....	217	253,035	247,306	-2.3	8,077,041	7,702,063	-4.6
Carriages and wagons.....	39	2,306	2,364	+2.5	50,280	54,029	+7.6
Car building and repairing, electric-railroad.....	174	17,458	17,395	-.4	514,122	522,103	+1.6
Car building and repairing, steam-railroad.....	456	156,906	155,718	-.8	4,662,877	4,524,978	-3.0
Miscellaneous industries.....	373	203,184	206,104	+1.5	5,720,910	5,801,406	+1.4
Agricultural implements.....	103	19,064	20,217	+6.0	498,458	528,210	+6.0
Electrical machinery, appara- tus, and supplies.....	123	93,654	92,382	-1.4	2,579,466	2,509,782	-2.7
Pianos and organs.....	32	7,145	7,388	+3.4	220,544	241,726	+9.6
Rubber boots and shoes.....	9	9,566	14,063	+47.0	238,706	374,326	+56.8
Automobile tires.....	68	50,027	47,988	-4.1	1,556,892	1,457,219	-6.4
Shipbuilding, steel.....	38	23,678	24,066	+1.6	626,844	690,143	+10.1
Total.....	8,557	2,555,812	2,553,132	-.1	66,294,524	65,412,934	-1.3

Recapitulation by Geographic Divisions

GEOGRAPHIC DIVISION							
New England.....	1,013	332,162	333,862	+ .5	\$7,806,547	\$7,768,149	-.5
Middle Atlantic.....	2,210	783,953	785,367	+ .2	21,237,106	21,199,766	-.2
East North Central.....	2,308	800,074	791,716	-1.0	23,180,345	22,555,083	-2.7
West North Central.....	793	137,676	137,199	-.3	3,382,302	3,326,508	-1.6
South Atlantic.....	938	226,562	232,213	+2.5	4,318,055	4,378,470	+1.4
East South Central.....	375	91,125	91,758	+ .7	1,781,973	1,714,611	-3.8
West South Central.....	324	66,767	66,151	-.9	1,399,991	1,379,178	-1.5
Mountain.....	135	23,098	22,521	-2.5	621,860	614,255	-1.2
Pacific.....	461	94,395	92,345	-2.2	2,566,345	2,476,914	-3.5
Total.....	8,557	2,555,812	2,553,132	-.1	66,294,524	65,412,934	-1.3

Employment on Class I Railroads

Sept. 15, 1924.....	1,785,062	-----	\$233,565,827	+0.5
Oct. 15, 1924.....	1,806,342	+1.2	\$248,374,250	+6.3

¹ Amount of pay roll for one month.

Comparison of Employment in November, 1924, and November, 1923

REPORTS from 6,773 establishments are available for a comparison of employment and pay-roll totals between November, 1924, and November, 1923. These reports, from identical establishments in the two years, show a decrease in 1924 of 10.1 per cent in employment, a decrease of 13.2 per cent in total earnings, and a decrease of 3.5 per cent in per capita earnings.

Eight of the nine geographic divisions show marked decreases both in employment and total pay rolls, the one exception being the West South Central States which gained 0.5 per cent in employees and less than one-tenth of 1 per cent in earnings of employees.

The automobile tire industry gained 27.9 per cent in number of employees and 31.8 per cent in pay-roll totals in the 12-month period, while six other industries show small gains in employment, and 10 other industries show gains in pay-roll totals, the greatest being 5.9 per cent in newspaper printing, and 3.6 per cent in woolen goods.

The decreases in employment in November, 1924, was 10 per cent or over in 20 industries, the greatest being 26.4 per cent in shipbuilding and 21.3 per cent in foundry and machine shop products. Twenty-eight industries show decreased pay-roll totals of over 10 per cent, three of them—shipbuilding, foundry and machine shop products, and automobiles—having fallen off approximately 25 per cent each.

Two of the twelve groups of industries show small increases in the number of their employees and the amount of their pay-roll totals, in the 12-month period, these being the paper and tobacco groups. The decreases in the other groups ranged from 15.7 in employment and 22 per cent in the earnings of employees in the vehicles group to 2.1 per cent in employment and 2.6 per cent in earnings of employees in the stamped and enameled ware group.

COMPARISON OF EMPLOYMENT IN IDENTICAL ESTABLISHMENTS DURING ONE WEEK EACH IN NOVEMBER, 1923, AND NOVEMBER, 1924

Industry	Estab- lish- ments	Number on pay roll		Per cent of change	Amount of pay roll		Per cent of change
		November, 1923	November, 1924		November, 1923	November, 1924	
Food and kindred products	730	172,497	157,909	-8.5	\$4,337,429	\$3,995,023	-7.9
Slaughtering and meat packing.....	77	89,889	80,405	-10.6	2,276,366	2,035,021	-10.6
Confectionery.....	98	17,149	14,390	-16.1	316,215	270,677	-14.4
Ice cream.....	32	2,030	1,967	-3.1	59,935	58,921	-1.7
Flour.....	244	14,364	13,181	-8.2	378,056	339,475	-10.2
Baking.....	268	39,881	40,055	+4	1,033,490	1,050,377	+1.6
Sugar refining, cane.....	11	9,184	7,911	-13.9	273,377	240,552	-12.0
Textiles and their products	1,289	465,029	421,136	-9.5	9,224,550	8,222,369	-10.9
Cotton goods.....	264	166,397	142,572	-14.3	2,760,926	2,234,638	-19.1
Hosiery and knit goods.....	206	62,509	55,542	-11.1	1,108,055	977,681	-11.8
Silk goods.....	168	48,062	47,777	-.6	995,043	965,300	-3.0
Woolen and worsted goods.....	131	52,241	51,822	-.8	1,221,985	1,266,389	+3.6
Carpets and rugs.....	18	19,827	18,613	-6.1	559,141	489,671	-12.4
Dyeing and finishing textiles.....	60	23,905	23,606	-1.3	548,142	549,140	+2
Clothing, men's.....	178	45,866	40,405	-11.9	1,144,423	946,696	-17.3
Shirts and collars.....	75	22,396	19,106	-14.7	318,880	285,314	-10.5
Clothing, women's.....	129	12,485	11,642	-6.8	329,166	295,154	-10.3
Millinery and lace goods.....	66	11,352	10,051	-11.5	238,789	212,386	-11.1
Iron and steel and their prod- ucts	1,196	511,100	439,142	-14.1	15,128,119	12,502,464	-17.4
Iron and steel.....	164	230,065	204,307	-11.2	6,949,026	5,957,502	-14.3
Structural ironwork.....	129	16,019	14,552	-9.2	446,800	330,356	-26.4
Foundry and machine-shop products.....	540	182,209	143,439	-21.3	5,450,917	4,053,593	-25.6
Hardware.....	37	22,079	20,135	-8.8	541,307	486,299	-10.2
Machine tools.....	149	19,828	16,450	-17.0	552,655	462,911	-16.2
Steam fittings and steam and hot-water heating apparatus.....	104	23,211	23,801	+2.5	693,780	694,043	+0.4
Stoves.....	79	17,089	16,458	-3.7	493,544	467,760	-5.2
Lumber and its products	863	176,710	170,218	-3.7	3,978,182	3,722,992	-6.4
Lumber, sawmills.....	371	102,288	96,717	-5.4	2,185,787	1,960,530	-10.3
Lumber, millwork.....	204	28,115	27,235	-3.1	687,099	655,917	-4.5
Furniture.....	288	46,357	46,266	-.2	1,105,296	1,106,545	+0.1

¹ Less than one-tenth of 1 per cent.

COMPARISON OF EMPLOYMENT IN IDENTICAL ESTABLISHMENTS DURING ONE WEEK EACH IN NOVEMBER, 1923, AND NOVEMBER, 1924—Concluded

Industry	Estab- lish- ments	Number on pay roll		Per cent of change	Amount of pay roll		Per cent of change
		November, 1923	November, 1924		November, 1923	November, 1924	
Leather and its products	260	97,979	91,629	-6.5	\$2,181,300	\$1,974,710	-9.5
Leather	113	23,018	21,156	-8.1	586,729	522,380	-11.0
Boots and shoes	147	74,961	70,473	-6.0	1,594,571	1,452,330	-8.9
Paper and printing	595	112,659	113,476	+1.7	3,384,933	3,495,896	+3.3
Paper and pulp	133	41,217	41,374	+ .4	1,061,058	1,084,173	+2.2
Paper boxes	131	13,972	13,479	-3.5	283,093	283,091	— ⁽¹⁾
Printing, book and job	181	27,012	27,304	+1.1	897,459	918,011	+2.3
Printing, newspapers	150	30,458	31,319	+2.8	1,143,323	1,210,621	+5.9
Chemicals and allied products	175	46,143	41,806	-9.4	1,315,032	1,194,232	-9.2
Chemicals	69	17,147	15,784	-7.9	462,790	420,881	-9.1
Fertilizers	70	5,654	4,930	-12.8	109,267	91,463	-16.3
Petroleum refining	36	23,342	21,092	-9.6	742,975	681,888	-8.2
Stone, clay, and glass products	510	90,877	84,644	-6.9	2,443,797	2,231,454	-8.7
Cement	58	18,064	17,622	-2.4	527,487	507,147	-3.9
Brick, tile, and terra cotta	278	23,291	21,903	-5.6	622,830	582,137	-6.5
Pottery	42	10,083	9,709	-2.8	280,094	244,231	-12.8
Glass	132	39,439	35,230	-10.7	1,013,386	897,939	-11.4
Metal products, other than iron and steel	32	11,016	10,784	-2.1	259,473	252,641	-2.6
Stamped and enameled ware	32	11,016	10,784	-2.1	259,473	252,641	-2.6
Tobacco products	166	33,336	33,439	+ .3	612,695	625,374	+2.1
Chewing and smoking tobacco and snuff	27	3,037	2,954	-2.7	43,508	43,391	-.3
Cigars and cigarettes	139	30,299	30,485	+ .6	569,187	581,983	+2.2
Vehicles for land transportation	641	437,197	368,450	-15.7	14,459,569	11,272,899	-22.0
Automobiles	185	279,419	234,555	-16.1	9,770,031	7,352,825	-24.7
Carriages and wagons	31	2,102	1,941	-7.7	48,736	43,920	-9.9
Car building and repairing, electric-railroad	168	19,256	16,995	-11.7	581,777	511,327	-12.1
Car building and repairing, steam-railroad	257	136,420	114,959	-15.7	4,059,025	3,364,827	-17.1
Miscellaneous industries	316	210,080	194,020	-7.6	5,972,945	5,472,225	-8.4
Agricultural implements	69	19,258	17,327	-10.0	523,116	456,713	-12.7
Electrical machinery, apparatus, and supplies	119	104,939	91,092	-13.2	2,977,202	2,479,554	-16.7
Pianos and organs	24	7,112	6,745	-5.2	219,982	220,500	+ .2
Rubber boots and shoes	9	17,363	14,063	-19.0	446,469	374,326	-16.2
Automobile tires	64	36,183	46,272	+27.9	1,069,022	1,409,310	+31.8
Shipbuilding, steel	31	25,175	18,521	-26.4	737,154	531,822	-27.9
Total	6,773	2,364,573	2,126,653	-10.1	63,298,034	54,962,279	-13.2

Recapitulation by Geographic Divisions

GEOGRAPHIC DIVISION							
New England	722	294,853	257,850	-12.5	\$7,044,373	\$6,056,579	-14.0
Middle Atlantic	1,816	740,185	663,899	-10.3	20,320,875	17,916,687	-11.8
East North Central	1,913	795,158	707,299	-11.0	24,217,366	20,261,215	-16.3
West North Central	588	116,205	107,440	-7.5	2,841,413	2,643,152	-7.0
South Atlantic	744	190,745	178,591	-6.4	3,530,287	3,240,153	-8.2
East South Central	257	66,549	61,507	-7.6	1,267,374	1,162,783	-8.3
West South Central	244	53,231	53,503	+ .5	1,080,271	1,080,552	+ ⁽¹⁾
Mountain	103	19,014	17,290	-9.1	535,006	474,626	-11.3
Pacific	386	88,633	79,274	-10.6	2,461,069	2,126,532	-13.6
Total	6,773	2,364,573	2,126,653	-10.1	63,298,034	54,962,279	-13.2

Employment on Class I Railroads

Oct. 15, 1923	1,920,057		\$263,953,990
Oct. 15, 1924	1,806,342	-5.9	\$248,374,250
			-5.9

¹ Less than one-tenth of 1 per cent.² Amount of pay roll for one month.

Per Capita Earnings

PER CAPITA earnings increased in November, 1924, as compared with October, in 20 of the 52 industries here considered, and decreased in the remaining 32 industries. The greatest increase, 8.3 per cent, was in the steelshipbuilding industry, followed by the rubber boot and shoe, petroleum, piano, cigar, stamped ware, slaughtering and meat packing, and hardware industries, all showing increases of over 2 per cent. The greatest falling off in per capita earnings was 12.8 per cent in the steam fittings and steam and hot-water heating apparatus industry, followed by the two clothing industries, and the boot and shoe, pottery, carriage, chewing tobacco, stove, silk, and structural ironwork industries, all showing decreases of over 4.5 per cent.

Comparing per capita earnings in November, 1924, and in November, 1923, increases are found in 21 industries, and decreases in the remaining 31 industries. The industries showing the greatest increases in the 12-month period were: Pianos, 5.7 per cent; shirts, 4.8 per cent; and woolen goods, 4.5 per cent. The industries showing the greatest decreases were: Automobiles, 10.4 per cent; pottery, 10.3 per cent; carpets, 6.7 per cent; structural ironwork, 6.3 per cent; men's clothing, 6.1 per cent; cotton goods and foundry and machine-shop products, each 5.5 per cent; and sawmills, 5.2 per cent.

COMPARISON OF PER CAPITA EARNINGS NOVEMBER, 1924, WITH OCTOBER, 1924, AND NOVEMBER, 1923

Industry	Per cent of change November, 1924, compared with—		Industry	Per cent of change November, 1924, compared with—	
	October, 1924	November, 1923		October, 1924	November, 1923
Shipbuilding, steel.....	+8.3	-1.9	Chemicals.....	-0.8	-1.0
Rubber boots and shoes.....	+6.7	+3.5	Furniture.....	-1.0	+1.0
Petroleum refining.....	+6.0	+1.6	Paper and pulp.....	-1.2	+1.0
Pianos and organs.....	+6.0	+5.7	Brick, tile, and terra cotta.....	-1.3	-1.0
Cigars and cigarettes.....	+4.9	+1.6	Dyeing and finishing textiles.....	-1.5	+1.0
Stamped and enameled ware.....	+3.7	-1.5	Electrical machinery, apparatus, and supplies.....	-1.3	-4.0
Slaughtering and meat packing.....	+2.6	-(¹)	Leather.....	-1.5	-3.0
Hardware.....	+2.4	-1.5	Millinery and lace goods.....	-1.7	+1.0
Car building and repairing, electric-railroad.....	+1.9	-1.4	Cotton goods.....	-2.0	-5.0
Ice cream.....	+1.8	+1.5	Car building and repairing, steam-railroad.....	-2.2	-1.0
Carpets and rugs.....	+1.5	-6.7	Automobiles.....	-2.4	-10.4
Machine tools.....	+1.2	+1.0	Automobile tires.....	-2.4	+3.0
Hosiery and knit goods.....	+1.1	-7.0	Lumber, millwork.....	-2.7	-1.0
Baking.....	+1.0	+1.2	Cement.....	-2.8	-1.0
Glass.....	+1.0	-1.8	Flour.....	-2.9	-2.0
Paper boxes.....	+1.0	+3.7	Structural ironwork.....	-4.6	-6.3
Foundry and machine-shop products.....	+1.0	-5.5	Silk goods.....	-4.8	-2.0
Iron and steel.....	+1.0	-3.4	Stoves.....	-5.2	+1.0
Fertilizers.....	+1.0	-4.0	Chewing and smoking tobacco and snuff.....	-6.0	+2.0
Sugar refining, cane.....	+1.0	+2.1	Carriages and wagons.....	-6.4	-2.0
Agricultural implements.....	-1.0	-2.9	Clothing, men's.....	-6.9	-6.0
Shirts and collars.....	-1.0	+4.8	Pottery.....	-9.2	-10.3
Woolen and worsted goods.....	-1.0	+4.5	Boots and shoes.....	-9.9	-3.0
Confectionery.....	-2.0	+2.0	Clothing, women's.....	-11.4	-3.0
Printing, newspapers.....	-2.0	+3.0	Steam fittings and steam and hot-water heating apparatus.....	-12.8	-2.0
Printing, book and job.....	-4.0	+1.2			
Lumber, sawmills.....	-4.0	-5.2			

¹ Less than one-tenth of 1 per cent.

Time and Capacity Operation

REPORTS in percentage terms from 6,176 establishments in November show no falling off as a whole in full-capacity operation since October, but they also show that there was a slight decrease in the amount of full-time operation, owing, almost entirely, to the holidays generally observed in many localities during the first half of November. Three per cent of the reporting establishments were idle, 62 per cent were operating on a full-time schedule, and 35 per cent on a part-time schedule, while 40 per cent of the establishments had a full normal number of employees, and 58 per cent were operating with reduced forces.

The establishments in operation were employing an average of 81 per cent of their normal full force of employees, and these employees were working an average of 91 per cent of full time. This is a drop of 1 per cent in the average of full-time operation as compared with the report for October, and no change in average capacity operation.

FULL AND PART TIME AND FULL AND PART CAPACITY OPERATION IN MANUFACTURING ESTABLISHMENTS IN NOVEMBER, 1924

Industry	Establishments reporting—		Per cent of establishments operating—		Average per cent of full time operated in establishments operating	Per cent of establishments operating—		Average per cent of full capacity operated in establishments operating
	Total number	Per cent idle	Full time	Part time		Full capacity	Part capacity	
Food and kindred products	729	2	60	38	89	41	57	82
Slaughtering and meat packing.....	36		64	36	94	42	58	88
Confectionery.....	178	1	58	40	92	26	72	80
Ice cream.....	46	4	65	30	90	37	59	73
Flour.....	246	4	39	57	78	41	55	80
Baking.....	213		85	15	97	55	45	88
Sugar refining, cane.....	10	10	50	40	83	20	70	70
Textiles and their products	1,163	2	63	34	91	39	59	83
Cotton goods.....	264	3	66	31	92	52	45	89
Hosiery and knit goods.....	143	2	64	34	94	36	62	85
Silk goods.....	151	1	69	30	94	30	70	79
Woolen and worsted goods.....	154	3	75	21	95	45	52	88
Carpets and rugs.....	20	5	75	20	95	50	45	83
Dyeing and finishing textiles.....	80	1	41	58	88	23	76	77
Clothing, men's.....	171	3	59	39	89	30	67	81
Shirts and collars.....	49		69	31	90	49	51	81
Clothing, women's.....	85	2	61	36	89	38	60	77
Millinery and lace goods.....	46		41	59	78	22	78	70
Iron and steel and their products	1,152	2	51	47	88	18	80	69
Iron and steel.....	151	5	41	54	81	19	77	73
Structural-iron work.....	108		71	29	94	26	74	75
Foundry and machine-shop products.....	548	2	50	49	88	16	83	67
Hardware.....	39		28	72	90	10	90	77
Machine tools.....	143	1	57	42	90	10	90	51
Steam fittings and steam and hot-water heating apparatus.....	104		59	41	89	34	65	84
Stoves.....	59	7	41	53	88	22	71	78
Lumber and its products	785	3	69	28	95	56	41	89
Lumber, sawmills.....	328	5	70	25	95	69	26	93
Lumber, millwork.....	177	2	72	26	97	56	41	91
Furniture.....	280	1	67	32	95	41	58	85
Leather and its products	203	5	60	35	90	25	69	76
Leather.....	69	9	70	22	95	25	67	72
Boots and shoes.....	134	4	54	42	88	25	71	78
Paper and printing	477	1	74	24	95	64	34	91
Paper and pulp.....	138	4	59	37	91	67	28	93
Paper boxes.....	93		76	24	96	52	48	89
Printing, book and job.....	141		70	31	95	49	51	86
Printing, newspapers.....	105		100		100	92	8	98

FULL AND PART TIME AND FULL AND PART CAPACITY OPERATION IN MANUFACTURING ESTABLISHMENTS IN NOVEMBER, 1924—Concluded

Industry	Establishments reporting—		Per cent of establishments operating—		Average per cent of full time operated in establishments operating	Per cent of establishments operating—		Average per cent of full capacity operated in establishments operating
	Total number	Per cent idle	Full time	Part time		Full capacity	Part capacity	
Chemicals and allied products	152	3	61	36	89	49	47	80
Chemicals.....	58	2	71	28	93	43	55	80
Fertilizers.....	55	7	53	40	81	47	45	71
Petroleum refining.....	39		56	44	93	62	38	90
Stone, clay, and glass products	497	10	63	27	91	45	45	83
Cement.....	60	1	87	12	99	83	15	98
Brick, tile, and terra cotta.....	276	12	61	27	90	45	44	82
Pottery.....	45		33	67	79	24	76	77
Glass.....	116	14	66	21	98	34	53	78
Metal products other than iron and steel	80		53	47	91	23	77	72
Stamped and enameled ware.....	30		53	47	91	23	77	72
Tobacco products	121	5	58	37	90	26	69	80
Chewing and smoking tobacco and snuff.....	25		48	52	89	20	80	71
Cigars and cigarettes.....	96	6	60	33	95	28	66	83
Vehicles for land transportation	624	1	66	33	93	46	53	82
Automobiles.....	152	2	33	65	85	11	88	66
Carriages and wagons.....	29		59	41	91	35	66	68
Car building and repairing, electric-railroad.....	146		85	15	96	71	29	94
Car building and repairing, steam-railroad.....	297	(1)	75	25	96	54	46	86
Miscellaneous industries	248	2	58	40	91	25	73	73
Agricultural implements.....	61	5	38	57	87	13	82	64
Electrical machinery, apparatus, and supplies.....	76	1	59	39	91	28	71	77
Pianos and organs.....	25		92	8	99	72	28	95
Rubber boots and shoes.....	6		33	67	90	17	83	73
Automobile tires.....	54	4	50	46	89	20	76	76
Shipbuilding, steel.....	21		95	5	99	5	95	49
Total	6,176	3	62	35	91	40	58	81

¹ Less than one-half of 1 per cent.

Wage Changes

DURING the month ending November 15, 1924, wage-rate increases were reported by 39 establishments in 12 industries, and wage-rate decreases by 38 establishments in 14 industries.

The increases and decreases averaged slightly over 8 per cent each, the increases affecting a little more than 3,000 employees, and the decreases affecting nearly 13,000 employees. More than one-half of the establishments reporting increased wage rates were in the printing industries, while more than one-half of the establishments reporting decreased wage rates were in the cotton goods and iron and steel industries.

WAGE ADJUSTMENT OCCURRING BETWEEN OCTOBER 15 AND NOVEMBER 15, 1924

Industry	Establishments		Per cent of increase or decrease in wage rates		Employees affected		
	Total number reporting	Number reporting increase or decrease in wage rates	Range	Average	Total number	Per cent of employees	
						In establishments reporting increase or decrease in wage rates	In all establishments reporting
Increases							
Confectionery.....	248	2	3-9	6.8	28	33	(1)
Baking.....	293	1	10	10.0	15	24	(1)
Silk goods.....	181	1	10	10.0	200	100	(1)
Lumber, sawmills.....	408	1	10	10.0	467	100	(1)
Furniture.....	366	3	2-10	6.1	38	23	(1)
Books and shoes.....	193	2	3-8.3	5.8	434	58	(1)
Paper and pulp.....	195	1	10	10.0	131	68	(1)
Paper boxes.....	146	1	10	10.0	5	19	(1)
Printing, book and job.....	220	13	1-10	7.3	332	14	1
Printing, newspaper.....	169	7	3.7-12	6.1	458	22	1
Tobacco, cigars, and cigarettes.....	157	5	5-16.7	8.8	1,122	80	3
Electrical machinery, apparatus, and supplies.....	123	2	5	5.0	46	14	(1)
Decreases							
Cotton goods.....	320	11	5-12.5	11.2	5,478	99	3
Hosiery and knit goods.....	242	1	10	10.0	2,809	100	4
Iron and steel.....	216	10	1-3	1.7	2,471	36	1
Machine tools.....	173	1	12	12.0	75	78	(1)
Steam fittings and steam and hot-water heating apparatus.....	127	1	5	5.0	80	56	(1)
Lumber, sawmills.....	408	1	10	10.0	120	27	(1)
Furniture.....	366	1	10	10.0	32	80	(1)
Leather.....	118	1	10	10.0	78	46	(1)
Paper and pulp.....	195	1	10	10.0	420	100	1
Fertilizers.....	104	2	10	10.0	470	100	7
Brick, tile, and terra cotta.....	333	4	10-33	10.9	394	89	1
Pottery.....	51	1	10	10.0	40	28	(1)
Glass.....	143	1	5	5.0	277	80	1
Automobile tires.....	68	2	10-20	13.6	68	26	(1)

¹Less than one-half of 1 per cent.

Index of Employment in Manufacturing Establishments

INDEX numbers for November, 1924, for each of the 52 industries surveyed by the Bureau of Labor Statistics, together with a general index for the combined 12 groups of industries, appear in the following table in comparison with index numbers for October, 1924, and November, 1923.

The general index of employment of the Bureau of Labor Statistics for November, 1924, is 87.8.

INDEX OF EMPLOYMENT IN MANUFACTURING INDUSTRIES, NOVEMBER, 1924, AS
COMPARED WITH OCTOBER, 1924, AND NOVEMBER, 1923
[Monthly average 1923=100]

Industry	1923	1924		Industry	1923	1924	
	Novem-ber	Octo-ber	Novem-ber		Novem-ber	Octo-ber	Novem-ber
General index	98.7	87.9	87.8	Paper and printing	101.6	100.5	101.1
Food and kindred products	105.8	97.2	95.2	Paper and pulp.....	97.2	93.1	90.1
Slaughtering and meat pack- ing.....	106.6	88.6	91.2	Paper boxes.....	107.0	104.6	104.7
Confectionery.....	120.4	106.5	95.6	Printing, book and job.....	101.5	101.9	102.1
Ice cream.....	89.5	92.8	84.7	Printing, newspaper.....	103.1	104.2	103.5
Flour.....	104.0	98.1	96.2	Chemicals and allied prod- ucts	98.4	88.7	89.0
Baking.....	101.2	102.6	102.1	Chemicals.....	100.3	89.0	89.1
Sugar, refining, cane.....	94.9	94.1	84.0	Fertilizers.....	99.4	85.8	83.1
Textiles and their products	95.2	86.3	85.5	Petroleum refining.....	95.5	89.6	89.1
Cotton goods.....	93.7	80.2	80.3	Stone, clay, and glass prod- ucts	100.0	95.3	94.8
Hosiery and knit goods.....	99.2	86.8	80.2	Cement.....	102.0	98.9	96.1
Silk goods.....	98.0	96.0	95.2	Brick, tile, and terra cotta.....	99.6	98.3	96.1
Woolen and worsted goods.....	99.3	93.8	95.7	Pottery.....	103.5	108.0	107.5
Carpets and rugs.....	99.6	88.6	92.0	Glass.....	98.3	86.7	87.5
Dyeing and finishing textiles.....	92.2	87.6	89.3	Metal products, other than iron and steel	89.1	85.1	84.1
Clothing, men's.....	93.1	86.2	82.2	Stamp and enameled ware.....	89.1	85.1	84.1
Shirts and collars.....	98.7	80.0	80.5	Tobacco products	101.0	88.3	91.1
Clothing, women's.....	91.5	88.1	81.3	Chewing and smoking to- bacco and snuff.....	101.4	98.2	97.4
Millinery and lace goods.....	89.3	85.6	81.9	Cigars and cigarettes.....	101.3	87.0	97.0
Iron and steel and their products	98.1	81.2	81.7	Vehicles for land transpor- tation	100.9	85.3	84.1
Iron and steel.....	100.2	88.1	88.5	Automobiles.....	103.0	85.4	83.3
Structural ironwork.....	100.2	87.3	85.5	Carriages and wagons.....	87.1	83.4	85.5
Foundry and machine-shop products.....	96.7	74.7	75.6	Car building and repairing, electric-railroad.....	102.5	88.8	88.1
Hardware.....	96.5	88.1	89.1	Car building and repairing, steam-railroad.....	99.9	85.1	84.4
Machine tools.....	96.0	76.7	77.8	Miscellaneous industries	95.6	83.8	84.1
Steam fittings and steam and hot-water heating ap- paratus.....	96.1	95.0	92.9	Agricultural implements.....	88.9	73.5	77.9
Stoves.....	99.3	90.2	80.5	Electrical machinery, appa- ratus, and supplies.....	104.0	89.9	88.6
Lumber and its products	100.8	94.1	93.2	Pianos and organs.....	104.2	95.8	90.0
Lumber, sawmills.....	101.0	92.8	91.2	Rubber boots and shoes.....	95.4	53.7	79.0
Lumber, millwork.....	99.2	98.0	96.6	Automobile tires.....	81.1	106.1	101.7
Furniture.....	100.7	96.3	98.1	Shipbuilding, steel.....	96.4	76.0	77.1
Leather and its products	97.8	91.8	91.4				
Leather.....	96.9	87.5	88.7				
Boots and shoes.....	97.9	93.2	92.3				

The following table shows the general index of employment in manufacturing industries from June, 1914, to November, 1924, based on figures published by the Bureau of Labor Statistics:

GENERAL INDEX OF EMPLOYMENT IN MANUFACTURING INDUSTRIES, JUNE, 1914
TO NOVEMBER, 1924
[Monthly average 1923=100]

Month	1914	1915	1916	1917	1918	1919	1920	1921	1922	1923	1924
January.....		91.9	104.6	117.0	115.5	110.1	116.1	76.8	87.0	98.0	95.4
February.....		92.9	107.4	117.5	114.7	103.2	115.6	82.3	87.7	99.6	96.6
March.....		93.9	109.6	117.4	116.5	104.0	116.9	83.9	83.2	101.8	96.4
April.....		93.9	109.0	115.0	115.0	103.6	117.1	84.0	82.4	101.8	94.5
May.....		94.9	109.5	115.1	114.0	106.3	117.4	84.5	84.3	101.8	90.8
June.....	98.9	95.9	110.0	114.8	113.4	108.7	117.9	84.9	87.1	101.9	87.9
July.....	95.9	94.9	110.3	114.2	114.6	110.7	110.0	84.5	86.8	100.4	84.8
August.....	92.9	95.9	110.0	112.7	114.5	109.9	109.7	85.6	88.0	99.7	85.0
September.....	94.9	98.9	114.4	110.7	114.2	112.1	107.0	87.0	90.6	99.8	86.7
October.....	94.9	100.8	112.9	113.2	111.5	106.8	102.5	88.4	92.6	99.3	87.9
November.....	93.9	103.8	114.5	115.6	113.4	110.0	97.3	89.4	94.5	98.7	87.8
December.....	92.9	105.9	115.1	117.2	113.5	113.2	91.1	89.9	96.6	96.9	.....

Employment and Earnings of Railroad Employees October, 1923, and September and October, 1924

THE following table shows the number of employees and the earnings in various occupations among railroad employees in October, 1924, in comparison with employment and earnings in September, 1924, and October, 1923.

The figures are for Class I roads; that is, all roads having operating revenues of \$1,000,000 a year and over.

COMPARISON OF EMPLOYMENT AND EARNINGS OF RAILROAD EMPLOYEES IN OCTOBER, 1924, WITH THOSE OF SEPTEMBER, 1924, AND OCTOBER, 1923

[From monthly reports of Interstate Commerce Commission. As data for only the more important occupations are shown separately, the group totals are not the sum of the items under the respective groups]

Month and year	Professional, clerical, and general			Maintenance of way and structures		
	Clerks	Stenographers and typists	Total for group	Laborers (extra gang and work train)	Track and roadway section laborers	Total for group
<i>Number of employees at middle of month</i>						
October, 1923.....	175,914	25,609	291,287	68,124	228,215	436,865
September, 1924.....	167,236	25,038	281,303	65,140	221,997	420,725
October, 1924.....	168,421	25,063	282,263	64,319	222,152	420,930
<i>Total earnings</i>						
October, 1923.....	\$22,738,837	\$3,103,484	\$39,429,403	\$6,015,073	\$18,211,912	\$42,864,033
September, 1924.....	21,167,650	3,008,537	37,621,075	4,922,647	16,089,648	37,863,386
October, 1924.....	22,046,407	3,087,111	38,740,072	5,128,083	16,976,263	39,610,019
<i>Maintenance of equipment and stores</i>						
	Carmen	Machinists	Skilled trade helpers	Laborers (shops, engine houses, power plants, and stores)	Common laborers (shops, engine houses, power plants, and stores)	Total for group
<i>Number of employees at middle of month</i>						
October, 1923.....	138,559	68,902	133,302	49,696	66,503	593,569
September, 1924.....	118,877	61,772	115,919	44,031	58,650	527,251
October, 1924.....	122,967	62,807	119,311	44,815	60,617	539,798
<i>Total earnings</i>						
October, 1923.....	\$20,935,821	\$11,502,523	\$15,326,916	\$4,961,730	\$5,822,654	\$80,400,878
September, 1924.....	16,675,031	9,309,833	12,213,642	4,147,910	4,684,671	66,310,271
October, 1924.....	18,602,900	10,208,973	13,544,369	4,381,503	5,200,108	72,318,309

COMPARISON OF EMPLOYMENT AND EARNINGS OF RAILROAD EMPLOYEES IN OCTOBER, 1924, WITH THOSE OF SEPTEMBER, 1924, AND OCTOBER, 1923—Concd.

Month and year	Transportation other than train and yard					Transportation (yard masters, switch, tenders, and hostlers)
	Station agents	Telegraphers, telephoners, and tower men	Truckers (stations, warehouses, and platforms)	Crossing and bridge flagmen, and gatemen	Total for group	
Number of employees at middle of month						
October, 1923.....	31,602	27,815	43,792	23,126	220,437	26,493
September, 1924.....	31,348	26,495	39,134	23,203	210,984	24,129
October, 1924.....	31,276	26,442	39,929	23,057	210,920	24,287
Total earnings						
October, 1923.....	\$4,821,707	\$4,073,195	\$4,292,380	\$1,736,764	\$26,855,991	\$4,703,169
September, 1924.....	4,752,692	3,812,700	3,601,113	1,734,150	25,139,395	4,343,531
October, 1924.....	4,884,377	3,949,004	3,841,271	1,738,127	26,052,854	4,454,525
Transportation, train and engine						
	Road conductors	Road brakemen and flagmen	Yard brakemen and yard helpers	Road engineers and motormen	Road firemen and helpers	Total for group
Number of employees at middle of month						
October, 1923.....	39,761	82,744	56,502	48,166	50,344	351,406
September, 1924.....	37,186	74,945	50,819	44,305	46,211	320,670
October, 1924.....	37,607	76,801	52,905	44,684	46,477	328,144
Total earnings						
October, 1923.....	\$9,465,028	\$14,446,810	\$9,615,411	\$12,874,683	\$9,516,936	\$69,700,516
September, 1924.....	8,672,375	13,049,138	8,461,235	11,378,380	8,455,323	62,288,169
October, 1924.....	9,186,405	14,002,781	9,401,923	12,129,806	9,008,905	67,198,471

Extent of Operation of Bituminous Coal Mines, November 1 to 22, 1924

CONTINUING a series of tables which have appeared in previous numbers of the MONTHLY LABOR REVIEW, the accompanying table shows for a large number of coal mines in the bituminous fields the number of mines closed the entire week and the number working certain classified hours per week from November 1 to 22, 1924. The number of mines reporting varied each week, and the figures are not given as being a complete presentation of all mines, but are believed fairly to represent the conditions as to regularity of work in the bituminous mines of the country. The mines included in this report ordinarily represent 55 to 60 per cent of the total output of bituminous coal. The figures are based on data furnished to the Bureau of Labor Statistics by the United States Geological Survey.

WORKING TIME IN BITUMINOUS COAL MINES IN THE UNITED STATES BY WEEKS,
NOVEMBER 1 to 22, 1924. THE MINES INCLUDED ORDINARILY REPRESENT FROM
85 TO 60 PER CENT OF THE TOTAL OUTPUT

[Prepared by the Bureau of Labor Statistics from data furnished by the United States Geological Survey]

Week ending—	Number of mines reporting	Mines—															
		Closed entire week		Working less than 8 hours		Working 8 and less than 16 hours		Working 16 and less than 24 hours		Working 24 and less than 32 hours		Working 32 and less than 40 hours		Working 40 and less than 48 hours		Working full time of 48 hours or more	
		No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent
1924																	
Nov. 1.....	1,943	618	31.8	5	0.3	60	3.1	111	5.7	228	11.7	292	15.0	342	17.6	287	14.8
Nov. 8.....	1,978	648	32.8	11	.6	67	3.4	154	7.8	250	12.6	365	17.9	332	16.8	161	8.1
Nov. 15.....	1,931	598	31.0	3	.2	59	3.0	98	5.1	198	10.3	292	15.1	398	20.6	285	14.8
Nov. 22.....	1,965	575	30.2	9	.5	51	2.7	110	5.8	203	10.7	285	15.0	330	17.3	342	18.0

Recent Employment Statistics

Public Employment Offices

Arkansas

IN ITS bulletin for August, 1924, the Bureau of Labor and Statistics of the State of Arkansas, cooperating with the United States Employment Service, reports as to the operations of the public employment offices for the period July 1, 1922, to June 30, 1924, of which the following is a brief summary:

ACTIVITIES OF FEDERAL-STATE EMPLOYMENT SERVICE OF ARKANSAS, JULY 1, 1922, TO JUNE 30, 1924

Sex	July 1, 1922, to June 30, 1924			
	Registrations	Help wanted	Persons referred to positions	Persons reported placed
males.....	24, 221	18, 028	15, 321	12, 248
females.....	4, 224	2, 586	2, 906	2, 164
Total.....	28, 445	20, 614	18, 227	14, 412

Illinois¹

Illinois. Department of Labor. The Labor Bulletin, November, 1924, p. 64.

A summary of the operations of the public employment offices of Illinois for October, 1923, and October, 1924, is given in the following table.

LABOR SUPPLY AND DEMAND AT THE ILLINOIS FREE EMPLOYMENT OFFICE
OCTOBER, 1923, AND OCTOBER, 1924

Item	October, 1923			October, 1924		
	Males	Females	Total	Males	Females	Total
Number of registrations.....	18, 218	7, 479	25, 697	12, 973	6, 788	19, 761
Help wanted.....	15, 140	6, 723	21, 863	8, 972	5, 199	14, 171
Persons reported placed in employment.....	11, 620	5, 645	17, 265	7, 597	4, 341	11, 938

The number of persons registered per 100 jobs in October, 1923, and October, 1924, was 117.5 and 139.4, respectively.

Iowa

The operations of the Iowa public employment offices for October 1924, are reported as follows by the Iowa bureau of labor statistics:

ACTIVITIES OF IOWA PUBLIC EMPLOYMENT SERVICE FOR OCTOBER, 1924

Sex	Registration for jobs	Jobs offered	Number of persons referred to positions	Number persons placed in employment
Men.....	5, 610	2, 063	2, 022	1, 100
Women.....	1, 629	1, 092	988	500
Total.....	7, 239	3, 155	3, 010	1, 600

Domestic service is the only occupation in which jobs exceed the number of applicants, the proportion being 2.2 jobs for each applicant.

Massachusetts

The Department of Labor and Industries of Massachusetts reports as follows on the operations of the four public employment offices of that State for September and October, 1924, for the same months in 1923, and for the whole year 1923:

OPERATIONS OF MASSACHUSETTS PUBLIC EMPLOYMENT OFFICES FOR CERTAIN MONTHS IN 1923 AND 1924 AND FOR THE YEAR 1923

Year and month	Number of working days	Applications for positions	Help wanted	Persons referred to positions	Persons reported placed in employment
1924:					
September.....	25	37, 116	3, 888	4, 854	3, 400
October.....	26	39, 115	3, 422	4, 319	2, 800
1923:					
September.....	24	28, 622	3, 946	4, 796	3, 300
October.....	26	31, 089	4, 067	5, 213	3, 400
Year 1923.....	303	356, 394	50, 413	60, 071	40, 000

Ohio

The placements of the State-City Employment Service of Ohio for November, 1924, are shown in the following table furnished by the department of industrial relations of that State:

RECORDS OF PUBLIC EMPLOYMENT OFFICES IN OHIO FOR NOVEMBER, 1924

Group	Applicants	Help wanted	Persons referred to positions	Persons reported placed
Males.....	32,743	9,890	9,933	9,167
Females.....	13,681	6,953	6,544	5,896
Farm and dairy workers.....	340	238	225	180
Total.....	46,764	17,081	16,702	15,243

Pennsylvania ¹

The following table is a summary of activities of the Pennsylvania State employment offices for September, 1924, for the three preceding months, and for September of 1921, 1922, and 1923:

OPERATIONS OF PENNSYLVANIA PUBLIC EMPLOYMENT OFFICES IN SEPTEMBER 1924, AS COMPARED WITH SPECIFIED MONTHS

Month	Persons applying for positions			Persons asked for by employers			Persons receiving positions		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
September, 1921 (5 weeks).....	38,832	4,589	43,421	6,382	2,087	8,469	5,808	1,442	7,250
September, 1922 (5 weeks).....	21,129	4,453	25,582	23,701	3,714	27,415	15,769	2,419	18,188
September, 1923.....	14,164	2,939	17,103	12,884	2,904	15,788	9,715	1,649	11,364
1924:									
June (4 weeks).....	8,554	4,146	12,700	4,669	1,481	6,150	4,399	1,220	5,619
July (5 weeks).....	9,865	3,889	13,754	5,459	1,609	7,068	5,178	1,400	6,578
August (4 weeks).....	7,223	2,706	9,929	4,150	1,300	5,450	3,888	1,043	4,931
September.....	6,965	3,407	10,372	4,349	1,581	5,930	4,014	1,218	5,232

Wisconsin ²

The operations of the Wisconsin public employment offices in October, 1924, as compared with October, 1923, are shown in the following table:

ACTIVITIES OF FEDERAL-STATE-MUNICIPAL EMPLOYMENT SERVICE OF WISCONSIN, OCTOBER, 1923 AND 1924

Item	October, 1923 (4 weeks)			October, 1924 (5 weeks)		
	Males	Fe-males	Total	Males	Fe-males	Total
Registrations.....	11,708	3,373	15,081	11,995	4,595	16,590
Help wanted.....	12,589	3,206	15,795	11,212	3,528	14,740
Persons referred to positions.....	11,255	3,146	14,401	10,533	3,772	14,305
Persons placed in employment.....	9,569	2,368	11,937	8,623	2,733	11,356

¹ Pennsylvania. Department of Labor and Industry. Labor and Industry, Harrisburg, November, 1924, p. 16.

² Wisconsin Industrial Commission. Mimeographed report.

State Departments of Labor

California

THE Bureau of Labor Statistics of California reports as follows on fluctuations in volume of employment and wages for 670 California establishments October, 1924, compared with the preceding month:

PER CENT OF CHANGE IN NUMBER OF EMPLOYEES AND IN WEEKLY PAY ROLL IN 670 CALIFORNIA ESTABLISHMENTS BETWEEN SEPTEMBER AND OCTOBER, 1924

Industry	Number of employees October, 1924	Per cent of increase (+) or decrease (-) as compared with September, 1924	Amount of weekly pay roll October, 1924	Per cent of increase (+) or decrease (-) as compared with September, 1924
Stone, clay, and glass products:				
Miscellaneous stone and mineral products.....	2,109	0	\$58,584	(1)
Lime, cement, plaster.....	2,288	-4.1	74,463	-6
Brick, tile, pottery.....	2,760	-7.6	73,373	+1.1
Glass.....	1,371	+11.5	40,701	+20.2
Total.....	8,528	-2.1	247,121	+3.0
Metals, machinery, and conveyances:				
Agricultural implements.....	553	0	15,651	+10.8
Automobiles, including bodies and parts.....	3,433	0	107,593	-4.1
Brass, bronze, and copper products.....	904	+5.7	26,608	+0.5
Engines, pumps, boilers, and tanks.....	1,147	+3.3	34,645	+12.0
Iron and steel forgings, bolts, nuts, etc.....	2,085	+2.1	62,811	+3.0
Structural and ornamental steel.....	4,717	-4.7	152,772	+2.1
Ship and boat building, and naval repairs.....	4,044	+4.4	147,944	+15.3
Tin cans.....	1,590	-6	43,061	+20.3
Other iron foundry and machine shop products.....	6,987	+3.4	208,133	+10.9
Other sheet-metal products.....	1,525	+4.0	44,515	+3.7
Cars, locomotives, and railway repair shops.....	8,586	-4.0	239,895	-5.9
Total.....	35,511	(1)	1,084,223	+4.1
Wood manufactures:				
Sawmills and logging camps.....	11,986	+8.9	304,142	+2.5
Planing mills, sash and door factories, etc.....	12,597	+8.4	334,166	+9
Other wood manufactures.....	5,418	+1.4	158,021	+6.7
Total.....	30,001	+7.3	796,329	2.6
Leather and rubber goods:				
Tanning.....	973	-4.0	26,852	+4.8
Finished leather products.....	613	+0.5	13,818	+23.7
Rubber products.....	2,310	+2.4	65,191	+7.9
Total.....	3,896	+1.7	105,861	+8.8
Chemicals, oils, paints, etc.:				
Explosives.....	495	-6	14,375	-9
Mineral oil refining.....	13,363	+2.7	498,170	-3.0
Paints, dyes, and colors.....	368	+5	9,371	+7.0
Miscellaneous chemical products.....	4,028	+2.2	101,212	+0.6
Total.....	18,254	+2.5	623,128	-1.0
Printing:				
Paper boxes, bags, cartons, etc.....	1,813	+3.5	45,670	+15.3
Printing.....	1,955	-6.2	67,571	+4
Publishing.....	2,096	+13.7	75,210	+10.9
Other paper products.....	844	+4.5	20,715	+12.7
Total.....	6,708	+3.4	209,166	+8.8
Textiles:				
Knit goods.....	789	+8.1	19,269	+21.7
Other textile products.....	1,395	+4.3	26,720	+21.7
Total.....	2,184	+5.7	45,989	+21.7

¹ Less than one-tenth of 1 per cent.

PER CENT OF CHANGE IN NUMBER OF EMPLOYEES AND IN WEEKLY PAY ROLL
IN 670 CALIFORNIA ESTABLISHMENTS BETWEEN SEPTEMBER AND OCTOBER,
1924—Concluded

Industry	Number of employees October, 1924	Per cent of increase (+) or decrease (-) as compared with September, 1924	Amount of weekly pay roll October, 1924	Per cent of increase (+) or decrease (-) as compared with September, 1924
Clothing, millinery, and laundering:				
Men's clothing	2,577	+2.1	56,213	+10.4
Women's clothing	768	+1.5	15,806	+6.7
Millinery	764	-1.9	14,535	+2.6
Laundries, cleaning, and dyeing	3,634	-1.2	82,989	-9
Total	7,743	(1)	169,543	+3.6
Food, beverages, and tobacco:				
Canning and preserving of fruit and vegetables	7,437	-16.4	151,263	-44.0
Canning and packing of fish	851	-23.3	9,626	-24.7
Confectionery and ice cream	2,199	+2.8	52,497	+4.1
Groceries, not elsewhere specified	580	+4.9	13,334	+25.7
Bread and bakery products	2,548	+1.2	80,711	+1.4
Sugar	4,607	-3.6	132,575	-4
Slaughtering and meat products	2,171	+9.3	60,189	+2.5
Cigars, and other tobacco products	1,080	+6.5	17,807	+5.1
Beverages	474	+26.1	11,029	+16.6
Dairy products	2,150	-3.1	66,605	-7.5
Flour and grist mills	897	+3.3	25,965	+12.0
Ice manufacture	1,117	-4.5	32,993	-3.9
Other food products	1,712	+21.5	35,632	+37.7
Total	27,823	-18.2	690,226	-13.4
Water, light, and power	8,359	-6.1	206,225	-11.6
Miscellaneous	1,190	+3.5	44,723	-1
All industries	150,206	-2.6	4,282,539	-9

Less than one-tenth of 1 per cent.

Iron and steel	21,821	+1.3	17,821	-17.3
Sheet-metal work and	7,821	+2.8	1,821	-8.3
Machine	1,821	+1.3	1,821	-51.1
Tools and cutlery	2,108	+6.0	2,108	-4
Tooling, machine, and	2,108	+6.0	2,108	-4
Blading apparatus	2,108	+6.0	2,108	-4
Brass, copper, zinc	2,108	+6.0	2,108	-4
Habitat metal	2,108	+6.0	2,108	-4
Car and locomotive	2,108	+6.0	2,108	-4
Automobiles and ac-	2,108	+6.0	2,108	-4
Accessories	2,108	+6.0	2,108	-4
Machinery	2,108	+6.0	2,108	-4
Electrical apparatus	2,108	+6.0	2,108	-4
Agricultural imple-	2,108	+6.0	2,108	-4
ments	2,108	+6.0	2,108	-4
Instruments and ap-	2,108	+6.0	2,108	-4
pliances	2,108	+6.0	2,108	-4
Watches, jewelry	2,108	+6.0	2,108	-4
clocks	2,108	+6.0	2,108	-4
Total	138,112	-1.4	138,112	-1.4
Wood products:				
Sawmill and planing	2,381	+1.1	2,381	+2.2
mill products	2,381	+1.1	2,381	+2.2
Furniture and cabin-	6,877	+3.2	6,877	-6.8
etry	6,877	+3.2	6,877	-6.8
Plans, organs, and	2,805	+1	2,805	-12.1
other musical instru-	2,805	+1	2,805	-12.1
ments	2,805	+1	2,805	-12.1
Miscellaneous wood	2,805	+1	2,805	-12.1
products	2,805	+1	2,805	-12.1
Household furnishings	2,805	+1	2,805	-12.1
Total	12,080	+2.6	12,080	-7.8
Total, all manufac-	273,388	-1.0	273,388	-1.0
turing industries	273,388	-1.0	273,388	-1.0

Illinois

The November, 1924, issue of the Labor Bulletin of the Illinois Department of Labor states that there was a reduction of 1 per cent in the total number of factory employees in Illinois in October, 1924, as compared with September, 1924, and that there were fewer workers in the factories of Illinois for October, 1924, than in any October in the past four years. The following table shows the course of employment as reported by 1,506 Illinois firms:

COURSE OF EMPLOYMENT AS REPORTED BY 1,506 ILLINOIS FIRMS, OCTOBER, 1924, AND SEPTEMBER, 1924, COMPARED WITH OCTOBER, 1924

Industry	Number of employees October, 1924	Per cent of change—		Industry	Number of employees October, 1924	Per cent of change—	
		Sep-tem-ber, 1924, to Octo-ber, 1924	Octo-ber, 1923, to Octo-ber, 1924			Sep-tem-ber, 1924, to Octo-ber, 1924	Octo-ber, 1923, to Octo-ber, 1924
Stone, clay, and glass products:				Textiles:			
Miscellaneous stone and mineral products	1,636	-0.6	-16.7	Cotton goods	1,161	-0.7	-6.4
Lime, cement, and plaster	473	+6	+3.1	Knit goods, cotton and woolen hosiery	2,506	-2.1	-31.1
Brick, tile, and pottery	4,881	+1.7	-6.9	Thread and twine	620	+4.0	-2.1
Glass	4,282	+2.7	-4.2	Total	4,287	-9	-17.1
Total	11,272	+1.7	-6.6	Clothing, millinery, and laundering:			
Metals, machinery, and conveyances:				Men's clothing	10,387	-6.9	-21.1
Iron and steel	31,821	+3.5	-17.2	Men's shirts and furnishings	809	+4.9	-9.0
Sheet-metal work and hardware	7,827	+2.4	-5.3	Overalls and work clothing	865	-5	-10.1
Tools and cutlery	1,526	+4.5	-21.1	Men's hats and caps	30	-9.1	-71.8
Cooking, heating, ventilating apparatus	5,108	+6.0	-4	Women's clothing	1,115	+5.1	+2.4
Brass, copper, zinc, babbitt metal	2,498	+5.8	+2.7	Women's underwear and furnishings	455	-8.6	-29.1
Cars and locomotives	13,034	-1.5	-23.4	Women's hats	818	-15.0	+34.7
Automobiles and accessories	7,897	-6	-19.0	Laundering, cleaning, and dyeing	2,407	-2.5	-5
Machinery	14,884	-3	-18.5	Total	16,886	-5.2	-15.1
Electrical apparatus	39,205	-7.1	-11.5	Food, beverages, and tobacco:			
Agricultural implements	5,795	+5.5	-24.6	Flour, feed, and other cereal products	1,021	+5.0	-12.1
Instruments and appliances	2,257	-4	-13.6	Fruit and vegetable canning and preserving	980	-56.4	+40.4
Watches, watchcases, clocks, jewelry	7,460	+1.3	+6.2	Groceries, not elsewhere classified	4,798	-5.4	-2.0
Total	139,312	-8	-14.4	Slaughtering and meat packing	22,820	-6	-20.0
Wood products:				Dairy products	3,501	-1.1	+3.1
Sawmill and planing mill products	2,584	-4.4	+3.2	Bread and other bakery products	2,593	-1.8	-4.4
Furniture and cabinet-work	6,877	+3.2	-9.6	Confectionery	2,484	-2	-13.4
Pianos, organs, and other musical instruments	2,965	+4	-18.1	Beverages	1,276	+8	-16.8
Miscellaneous wood products	2,941	+6.9	-7.4	Cigars and other tobacco products	1,394	+1.6	-9.0
Household furnishings	629	+4.3	+3.4	Manufactured ice	263	-9.6	-24.4
Total	15,986	+2.0	-7.6	Ice cream	592	-6.9	.....
				Total	41,722	-4.1	-13.3
				Total, all manufacturing industries	273,335	-1.0	-11.9

COURSE OF EMPLOYMENT AS REPORTED BY 1,506 ILLINOIS FIRMS, OCTOBER, 1923,
AND SEPTEMBER, 1924, COMPARED WITH OCTOBER, 1924—Concluded

Industry	Number of employees October, 1924	Per cent of change—		Industry	Number of employees October, 1924	Per cent of change—	
		Sep-tem-ber, 1924, to Octo-ber, 1924	Octo-ber, 1923, to Octo-ber, 1924			Sep-tem-ber, 1924, to Octo-ber, 1924	Octo-ber, 1923, to Octo-ber, 1924
Furs and leather goods:				Trade—Wholesale and re-tail:			
Leather.....	1,845	+6.7	-24.2	Department stores.....	3,223	+3.6	+5.1
Furs and fur goods.....	82	+7.9	-9.3	Wholesale dry goods.....	654	+5.0	-35.7
Boots and shoes.....	11,494	+5.6	+10.0	Wholesale groceries.....	826	+4.7	-9.6
Miscellaneous leather goods.....	1,562	+1.1	-6.3	Mail order houses.....	14,331	+2.8	-16.8
Total.....	14,983	+5.1	+2.6	Total.....	19,034	+3.6	-13.6
Chemicals, oils, paints, etc.:				Public utilities:			
Drugs and chemicals.....	2,159	+5.0	-12.0	Water, light, and power.....	15,316	-1.8	+8.6
Paints, dyes, and colors.....	2,241	+6.8	-2.7	Telephone.....	25,872	-.6	+1.7
Mineral and vegetable oil.....	3,569	-2.8	-8.0	Street railways.....	26,924	-1.1	+4.8
Miscellaneous chemical products.....	3,448	+6.1	-19.0	Railway car repair shops.....	13,367	+6.7	-5.7
Total.....	11,417	+3.1	-11.3	Total.....	81,479	+1.1	+4.4
Printing and paper goods:				Coal mining.....	14,484	+7.4	-16.6
Paper boxes, bags, and tubes.....	3,902	-2.3	-3.7	Building and contracting:			
Miscellaneous paper goods.....	1,046	+1.6	-4.1	Building construction.....	6,994	-5.5	-22.6
Job printing.....	7,417	-5.5	+1.2	Road construction.....	810	+4.7	+19.9
Newspapers and periodicals.....	3,443	-.1	-2.7	Miscellaneous contract-ing.....	1,693	-3.9	-27.9
Edition bookbinding.....	1,652	+1.8	-----	Total.....	9,497	-4.4	-18.8
Total.....	17,460	-2.7	-7.7	Total, all industries.....	397,829	-.4	-8.9

Maryland

The commissioner of labor and statistics of Maryland reports as follows on the volume of employment of that State in November, 1924, as compared with the previous month. The report covers 51,601 employees with a pay roll totaling \$1,183,339.17.

COMPARISON OF EMPLOYMENT IN IDENTICAL ESTABLISHMENTS IN MARYLAND
IN OCTOBER AND NOVEMBER, 1924

Industry	November, 1924			
	Employment		Pay roll	
	Number of employees	Per cent of increase (+) or decrease (-) as compared with October, 1924	Amount	Per cent of increase (+) or decrease (-) as compared with October, 1924
Bakery.....	135		3,952	-4.3
Beverages and soft drinks.....	181	-7.2	4,543	-15.0
Boots and shoes.....	1,464	+1.8	25,264	+3
Boxes, paper and fancy.....	353	-12.0	4,916	-18.4
Boxes, wooden.....	370	-2.2	6,864	+6.5
Brass and bronze.....	2,548	+1.2	59,346	+1.2
Brick, tile, etc.....	941	+9	22,863	-4.6
Brushes.....	1,028	+2.9	17,998	-6.0
Car building and repairing.....	4,636	+2.0	153,276	+2
Chemicals.....	1,143	-10.7	28,926	-20.5
Clothing, men's outer garments.....	3,226	-3.0	45,908	-12.1
Clothing, women's outer garments.....	1,128	-1	14,120	-5.9
Confectionery.....	966	-5.5	13,317	-8.7
Cotton goods.....	1,717	+1.8	24,051	-8.2
Fertilizer.....	563	-24.3	12,991	-17.0
Food preparation.....	158	+1.2	3,590	-5.3
Foundry.....	1,461	-2.5	36,835	-3.0
Furnishing goods, men's.....	3,384	+3.0	42,563	+3.1
Furniture.....	752	+2.4	17,673	+8
Glass.....	1,233	+1.6	26,911	+4.0
Hats, straw.....	1,109	+3.3	18,802	+15.3
Ice cream.....	350	+1.1	10,184	-5.5
Leather goods.....	607	-5.8	10,032	-12.4
Lithographing.....	439	-5.6	11,311	-15.1
Lumber and planing.....	922	-6	16,979	-1.5
Mattresses and spring beds.....	119	-7.1	2,953	+17.8
Patent medicines.....	745	-3.0	11,550	-1.4
Pianos.....	876	+5	25,331	+3.0
Plumbers' supplies.....	1,116	-5.2	26,602	-16.2
Printing.....	1,393	+8	46,835	-7
Rubber-tire manufacturing ¹	2,361	-5.7	156,284	+3.6
Shipbuilding.....	561	-5.1	16,297	-4.6
Shirts, etc.....	776	+2	11,296	+4
Silk goods.....	485	-4.6	6,318	-15.2
Slaughtering and meat packing.....	965	+1.6	26,770	+1.7
Stamped and enameled ware.....	1,187	-1.5	22,051	-3.5
Stoves.....	352	+34.3	7,493	+20.4
Tinware.....	3,282	-5.8	67,005	-7.9
Tobacco.....	1,408	-4.6	22,579	-4.6
Umbrellas.....	430	-1.9	6,503	+1.6
Miscellaneous.....	3,097	-1.5	66,147	-4.4

¹ Pay-roll period one-half month.

Massachusetts

The Massachusetts Department of Labor and Industries in its press release for November 28, 1924, shows variations in volume of employment from September to October, 1924, in specified industries in Massachusetts, as given in the table which follows. The aggregate earnings of the 217,676 employees was \$5,197,340.

NUMBER OF EMPLOYEES IN 920 MANUFACTURING ESTABLISHMENTS IN MASSACHUSETTS, WEEK INCLUDING OR ENDING NEAREST TO SEPTEMBER 15 AND OCTOBER 15, 1924

Industry	Number of employees on pay roll			
	September, 1924	October, 1924		
		On full time	On part time	Total
Automobiles, including bodies and parts.....	2,519	956	1,580	2,536
Bookbinding.....	1,026	728	309	1,037
Boot and shoe cut stock and findings.....	2,229	1,915	387	2,305
Boots and shoes.....	23,981	12,631	11,276	23,907
Boxes, paper.....	2,187	1,528	898	2,426
Boxes, wooden packing.....	1,107	657	405	1,062
Bread and other bakery products.....	3,495	2,922	606	3,528
Carpets and rugs.....	3,328	1,468	1,984	3,452
Cars and general shop construction and repairs, steam railroads.....	3,148	3,211		3,211
Clothing, men's.....	3,584	1,648	1,937	3,585
Clothing, women's.....	1,322	1,089	336	1,425
Confectionery.....	3,874	3,678	200	3,878
Copper, tin, sheet iron, etc.....	943	859	79	938
Cotton goods.....	34,617	19,718	19,270	38,988
Cutlery and tools.....	4,453	3,290	1,126	4,416
Dyeing and finishing textiles.....	5,981	694	5,331	6,025
Electrical machinery, apparatus, and supplies.....	8,247	1,112	6,798	7,905
Laundry products.....	2,804	2,052	700	2,752
Furniture.....	3,210	3,025	361	3,386
Hosiery and knit goods.....	4,869	2,498	2,641	5,139
Jewelry.....	2,671	2,300	408	2,708
Leather, tanned, curried, and finished.....	4,482	4,210	580	4,790
Machine shop products.....	5,406	3,155	2,383	5,538
Machine tools.....	1,215	511	721	1,232
Musical instruments.....	1,218	1,230	57	1,287
Paper and wood pulp.....	5,692	3,991	1,799	5,790
Printing and publishing, book and job.....	3,252	2,363	942	3,305
Printing and publishing, newspaper.....	1,988	2,007	6	2,013
Rubber footwear.....	6,239	4,657	1,808	6,465
Rubber goods.....	2,642	2,760	57	2,817
Rubber tires and tubes.....	1,135	1,130	86	1,216
Silk goods.....	2,257	1,546	798	2,344
Slaughtering and meat packing.....	1,584	331	1,310	1,641
Stationery goods.....	1,621	1,621	15	1,636
Steam fittings and steam and hot-water heating apparatus.....	1,235	275	948	1,223
Stoves and stove linings.....	1,568	510	1,275	1,785
Textile machinery and parts.....	4,957	218	5,032	5,250
Tobacco.....	840	643	159	802
Woolen and worsted goods.....	20,852	10,648	11,036	21,684
All other industries.....	22,147	10,427	11,822	22,249
Total.....	209,925	120,215	97,461	217,676

New York

The Department of Labor of New York furnishes the following data showing changes in the number of employees and amount of pay roll in certain manufacturing industries in that State in October, 1924, compared with October, 1923, and September, 1924:

CHANGES IN VOLUME OF EMPLOYMENT AND PAY ROLL IN SPECIFIED MANUFACTURING INDUSTRIES IN NEW YORK STATE FROM OCTOBER, 1923, AND SEPTEMBER, 1924, TO OCTOBER, 1924

Industry	Per cent of increase (+) or decrease (-)			
	September, 1924, to October, 1924		October, 1923, to October, 1924	
	Employment	Pay roll	Employment	Pay roll
Cement.....	-3.9	-8.1	-7.8	-11.4
Brick.....	-1.6	-2	-8.2	-20
Pottery.....	-4.6	-6.5	+7	-2
Glass.....	+7.2	+4.6	-12.4	-4
Pig iron and rolling-mill products.....	+14.1	+17.9	-25.6	-27
Structural and architectural ironwork.....	-7	-4.0	-8.8	-7
Hardware.....	+5	+3.7	-21.2	-13
Stamped ware.....	-4.0	-4.6	-36.3	-2
Cutlery and tools.....	+12.3	+5.5	-16.3	-19
Steam and hot-water heating apparatus.....	+3.0	+5.3	-7.3	-4
Stoves.....	-6	+1.1	-12.2	-10
Agricultural implements.....	+11.8	+15.7	-26.7	-2
Electrical machinery, apparatus, etc.....	+3	-2.0	-5.3	-12
Foundry and machine shops.....	+9	-3.9	-5.7	-7
Automobiles and parts.....	+1.1	+3	-16.5	-13
Car, locomotive, and equipment factories.....	+2.2	-1.0	-39.2	-4
Railway repair shops.....	+3.9	+12.4	-10.6	-11
Lumber, millwork.....	-10.4	-18.6	-13.0	-14
Lumber, sawmills.....	+2.4	-8	-2.6	-4
Furniture and cabinet work.....	+2.7	+3.3	-3.2	-4
Furniture.....	+2.6	+4.4	-9	+1
Pianos, organs, and other musical instruments.....	+3.7	-1.3	-9.4	-11
Leather.....	+4.2	+3.8	+7	-1
Boots and shoes.....	+8	-2.2	-8.7	-1
Drugs and chemicals.....	-1.1	-2.7	-11.7	-11
Petroleum refining.....	-7	-4.8	-3.3	-3
Paper boxes and tubes.....	+2.7	-1	-4.2	-2
Printing, newspaper.....	+1.6	+1.8	-18.6	-14
Printing, book and job.....	-2	-4.7	-2.9	-3
Silk and silk goods.....	+1.7	+3.8	-20.7	-30
Carpets and rugs.....	+1.8	+5.8	-7.3	-12
Woolens and worsteds.....	+17.3	+18.5	+6	+2
Cotton goods.....	+11.9	+10.4	-14.5	-13
Cotton and woolen hosiery and knit goods.....	+10.4	+13.3	-20.1	-23
Dyeing and finishing textiles.....	-1.4	-3.9	-9.8	-10
Men's clothing.....	-3.5	-11.6	-8.3	-4
Shirts and collars.....	+2.4	+5.6	-22.4	-24
Women's clothing.....	+4.8	+5.3	-11.0	-4
Women's headwear.....	-6.1	-15.9	-6.4	-2
Flour.....	-9	-3.2	-2.5	-1
Sugar refining.....	-15.7	-20.4	-5.6	-12
Slaughtering and meat products.....	+3	-7	-3.0	-4
Bread and other bakery products.....	+8	-5.3	-9.6	-2
Confectionery and ice cream.....	+3.3	+5.2	-5.8	-1
Cigars and other tobacco products.....	-2.6	-8.3	-3.3	-1

Wisconsin

The Wisconsin Labor Market for October, 1924, reports that employment for all manufactures combined increased 1.1 per cent and the amount of the aggregate factory pay rolls increased 5.6 per cent from September 15 to October 15, 1924. The following table shows variations in employment and pay rolls for specified industries within the above-mentioned period.

PER CENT OF CHANGE IN NUMBER OF EMPLOYEES AND IN TOTAL AMOUNT OF PAY ROLL IN VARIOUS INDUSTRIES IN WISCONSIN FROM OCTOBER, 1923, AND SEPTEMBER, 1924, TO OCTOBER, 1924

Kind of employment	Per cent of increase (+) or decrease (-)			
	September to October, 1924		October, 1923, to October, 1924	
	Employment	Pay roll	Employment	Pay roll
Manual				
Logging.....	+3.9	-----	-15.7	-20.1
Mining.....	-10.2	-4.3	-10.2	-15.5
Lead and zinc.....	-7.9	-4.4	+57.3	+43.5
Iron.....	-16.8	-3.8	-61.8	-61.1
Stone crushing and quarrying.....	-1.4	+6	+3.2	+14.4
Manufacturing.....	+1.1	+5.6	-5.0	-5.2
Stone and allied industries.....	-8.6	-9.3	-3.7	+10.8
Brick, tile, and cement blocks.....	-8.0	-3.3	-3.7	+10.3
Stone finishing.....	-9.1	-12.5	-3.6	+11.2
Metal.....	+3.8	+8.6	-12.2	-13.2
Pig iron and rolling-mill products.....	+11.0	+11.7	-31.1	-28.9
Structural-iron work.....	+16.4	+22.9	-9.2	-25.5
Foundries and machine shops.....	+4.4	+11.1	-15.7	-25.1
Railroad repair shops.....	+2	+1.8	-6.6	-9.1
Stoves.....	+6.8	+10.0	-9.7	-17.1
Aluminum and enameled ware.....	+8.6	+21.9	-10.9	-11.5
Machinery.....	-1.5	+1.7	-19.4	-23.5
Automobiles.....	+8.4	+25.3	-9.1	+7.1
Other metal products.....	+3.0	-3.1	+4.1	+5.8
Wood.....	-1.6	+3.6	+9	+5
Sawmills and planing mills.....	-4.9	-1.3	+7.1	+4.1
Box factories.....	+3.3	+7.0	-17.0	-16.9
Panel and veneer mills.....	-5.4	+10.4	-2.3	-7.3
Sash, door, and interior finish.....	-1.6	+8	+3.9	+8.6
Furniture.....	+1.2	+12.8	-8.0	-8.8
Other wood products.....	+5.8	+8.0	+3.6	+9
Rubber.....	+4.3	+4.3	+22.4	+31.0
Leather.....	+1.8	+17.7	-15.4	-13.6
Tanning.....	-2.1	+4.1	-11.8	-18.5
Boots and shoes.....	+6.3	+47.9	-20.4	-9.1
Other leather products.....	+7	-2.6	-5.6	-12.7
Paper.....	+3	+2.8	-0.0	-2.5
Paper and pulp mills.....	+1.3	+3.0	-7.0	-3.9
Paper boxes.....	-2.5	+2.4	-7.4	+1.5
Other paper products.....	-1.3	+1.9	+9	+1.5
Textiles.....	+2.7	-1.3	-6.3	-1.2
Hosiery and other knit goods.....	+7.9	+3.4	-3.0	-2.7
Clothing.....	-3.9	-8.8	-6.8	+7.9
Other textile products.....	-1.7	+1.6	-16.4	-14.0
Foods.....	-4.4	-2.8	+1.7	-4.4
Meat packing.....	+1	0	-13.7	-24.2
Baking and confectionery.....	+1.9	+2.1	-3.6	+3.6
Milk products.....	+2	+1.4	-10.3	-12.1
Canning and preserving.....	-32.7	-22.6	+39.4	+61.8
Flour mills.....	-5.9	-28.7	-26.1	-50.3
Tobacco manufacturing.....	+8	+5.4	+8.7	-11.7
Other food products.....	+7.8	-1.1	+35.9	+10.7
Light and power.....	+3.8	+12.2	+36.4	+37.6
Printing and publishing.....	+2.0	+4.8	+7.1	+10.2
Laundry, cleaning, and dyeing.....	+2.5	+5.1	-2.3	-5.9
Chemical (including soap, glue, and explosives).....	-2.0	-6.6	-19.7	-14.2
Construction:				
Building.....	-2.7	-3.9	-4.1	-7.7
Highway.....	-7.9	-----	-9.4	-----
Railroad.....	-1.3	-3.2	-8.9	-6.3
Marine, dredging, sewer digging.....	-5.6	+20.3	+54.3	+97.2

PER CENT OF CHANGE IN NUMBER OF EMPLOYEES AND IN TOTAL AMOUNT OF PAY ROLL IN VARIOUS INDUSTRIES IN WISCONSIN FROM OCTOBER, 1923, AND SEPTEMBER, 1924, TO OCTOBER, 1924—Concluded

Kind of employment	Per cent of increase (+) or decrease (-)			
	September to October, 1924		October, 1923, to October, 1924	
	Employment	Pay roll	Employment	Pay roll
Communication:				
Steam railways	+6.8	+8.8	-1.0	+6.3
Electric railways	-4.7	+1	-21.3	-20.3
Express, telephone, and telegraph	-4.0	-4.3	+5.0	+8.3
Wholesale trade	-1.7	+12.6	-15.3	-10.6
Hotels and restaurants	-5		-8	
<i>Nonmanual</i>				
Manufacturing, mines, and quarries	-1.7	+3.1	-1.9	+7.4
Construction	-1.2	+2.6	-10.5	-2.5
Communication	-3	-1.2	0	+1.6
Wholesale trade	-1.2	+1.2	+3.3	+3.4
Retail trade (sales force only)	+6	+2.7	-9.7	+3.2
Miscellaneous (professional services)	+7	+30.8	+7.0	+30.5
Hotels and restaurants	-2.1		+3.4	

Operation of Unemployed Workers' Insurance Act, Queensland¹

THE QUEENSLAND Government has recently issued the first annual report on the working of the unemployed workers' insurance act of 1922. A summary of the terms of this act was given in the MONTHLY LABOR REVIEW for March, 1923, pp. 90-92. It applies to all workers, 18 years of age or over, whose rate of wages, salary, or allowance is determined by an award or agreement under the industrial arbitration act of 1916 and is administered by an unemployment council composed of the minister, who is chairman, the registrar of friendly societies, the director of labor, and one representative each of the workers and the employers, these last named being elected for three-year terms. The act resembles the English law in providing for a fund made up of contributions from the Government, the employer, and the employee, but differs from it in making the contribution—3d. a week—the same for each of the three parties and for both sexes. The payments are made and recorded by the use of stamps.

The regulations prescribe that the method of arranging payments representing contributions by employers and workers shall be—

(a) In the case of employers, by keeping wages rolls and affixing thereto unemployment stamps to the value of the contributions.

(b) In the case of workers, by affixing to unemployment cards stamps to the value of the amount of the contribution deducted from the wages of the worker.

The regulations provide that no one is eligible for the benefits, known as sustenance allowances, who is in receipt of a State pension or, in the case of a returned soldier or sailor, of an unemployment allowance from the repatriation department. No one may receive the sustenance allowance for more than 15 weeks in any one year, nor is he eligible for it unless he has previously contributed to the fund

¹ Data are from Queensland, first annual report on operations under the unemployed workers' insurance act of 1922; and Queensland Industrial Gazette, issues of February, September and December, 1923, and September, 1924.

for six months. The allowance is payable only after 14 days of unemployment, except in the case of casual or intermittent work, for which special arrangements, varying with the nature of the work, are made.

The scale of allowances was provided in the act itself, the State being divided into three districts and the rate varying according to the relative cost of living in these. In the southern district the allowance varies for unmarried workers from 15s. to 16s. 3d.² and for the married from 25s. to 27s. 6d. In each case, 4s. to 5s. a week is added for each dependent child under 16, up to a total of four. The allowance for children remains the same throughout the State, but in the two other districts the rate for adults is higher, being largest in the northern district, where it is 17s. 6d. to 20s. per week for unmarried and 30s. to 35s. for married workers.

The payment of sustenance allowances was commenced in September, 1923, and for the first three months comparatively few applications were received. As the workers became more familiar with the provisions of the act, however, and as the seasonal depression increased in December and January, "a much heavier volume of business was handled than was previously anticipated."

Sustenance payments during the year ending June 30, 1924, amounted to £149,109,³ receipts from workers and employers were £155,378, and from the State, £70,683. The balance on hand at the end of the year was £124,395.

In commenting on these figures the Minister of Works pointed out that though there was a good balance on hand it would not be safe to increase the benefits until a much larger reserve fund had been secured.

Though the amount to credit of the fund might to some persons appear large, nevertheless it did not represent an adequate reserve to meet calls which would certainly be made should a period of depression occur, with consequent heavy unemployment throughout the State.

This was exemplified by the figures given in connection with the fund during the past year: (a) Average monthly receipts, including Government endowments, £19,434; (b) average monthly expenditure, £17,982; (c) average monthly excess of receipts over payments, £1,442. The figures represented the most favorable conditions under which the fund was operating.

What might happen during a period of depression might be readily seen from the figures relating to transactions for the months of January, February, March, and April of this year. This was the period when ordinary unemployment was heaviest, and the figures were as follows: (a) Average monthly receipts, including Government endowment, £19,065; (b) average monthly expenditure, £23,468; (c) average monthly excess of payments over receipts, £4,403.

Should a period of depression occur, the receipts would decrease and the drain for sustenance payments become much heavier—probably double.

The Minister said that the number of unemployed at present drawing sustenance in Queensland was 1,993. The number registered as unemployed throughout the State was 4,446.

One of the troublesome questions in the administration of the act related to the treatment of casual labor.

As Queensland is largely dependent on seasonal industries thousands of workers have no option but to follow work which is of a casual or intermittent nature. Principal of these are the pastoral, sugar, and meat industries. Naturally the workers in these industries constitute the heaviest drain on the fund.

¹ Shilling, at par=24.3 cents; penny=2.03 cents; exchange rate varies.

² Pound sterling, at par=\$4.8665; exchange rate varies.

Reverting to purely casual work, it early became obvious to the council that special provision was necessary in regard to payment of sustenance to waterside workers. This class of worker, while seldom unemployed for 14 consecutive days, nevertheless suffered acutely owing to unemployment.

The difficulty of dealing with casual labor in an unemployment insurance scheme is so great that it may be worth while to give in some detail the plan adopted by the Queensland Government in regard to the waterside workers. Each of these is provided with a premium card, and each employer at any time of paying wages must affix to the card the proper stamps representing the worker's contribution. The card must also show the amount of wages paid at each time. From this it is easy to verify any statement of the applicant as to the number of days he has been employed or partly employed in any month. If this card shows that the worker has, through unemployment, earned less in any month than the basic weekly wage would amount to, he is entitled to receive sustenance allowances, although neither the amount of time lost nor the waiting period reach the figures required in the case of regular workers.

Sustenance allowance may be paid to waterside workers based on the number of days on which the applicant has been unemployed during the month preceding the date of his application for sustenance allowance, although the number of such days in any such month may be less than 14. Such calculation shall be made up to and including the last day of the month.

If the applicant is a fully paid contributor to the fund—that is to say, if he has contributed an average of 3d. per week for a period of six months prior to his application—he shall be entitled to receive sustenance allowance at the full rate for the number of days on which he was out of employment, based on the full amount payable for the total number of days in the month with respect to which the application is made.

If the applicant is not a fully paid contributor, as described above, he shall be entitled to receive sustenance allowance of a proportionately reduced amount, calculated in the same manner, but the rate payable shall be based on the amount of contributions paid during the preceding six months as compared with the total amount payable during that period by a fully paid contributor.

Somewhat similar methods have been adopted to deal with casual storemen and packers, men employed on intermittent work in coal mines, and casual workers of certain railways.

Building Societies in Great Britain

HOUSING

Housing Conditions in Gibraltar

A REPORT from the United States consul at Gibraltar, dated September, 1924, gives some details as to the lack of housing accommodation in that place and the measures under consideration for relieving it. The congestion is so great that "no fewer than 113 families of over six members each are living one family in a single room." One result of such conditions has been an increase in infantile mortality, and another has been a degree of speculation in real estate which has driven the price of houses up to fantastic figures. In view of the situation, the city council of Gibraltar has drawn up a plan for a constructive housing policy, which has been submitted for approval to the governor of Gibraltar. There is considerable opposition to the plan, based partly on the fact that land for building purposes in Gibraltar is limited and that the construction proposed will deprive the government of all desirable ground space and increase the density of building, and partly due to the military objection to any increase of civil population on the Rock. Also, the military authorities maintain that the only effect of new buildings will be to permit the citizens now living outside the city limits to come within and that the congestion will remain as great as ever. It is believed, however, that in spite of these objections, a compromise will be reached, a certain amount of ground will be ceded to the city, and building be permitted to the amount of about \$450,000.

The plan proposed includes six building sites to be made available by the colonial government for the erection by the city council of 20 tenement houses capable of accommodating more than 3,000 people and to be erected at a cost of approximately \$1,125,000.

The general type of buildings proposed is a tenement house of three stories with external access balconies, rectangular in shape and containing living apartments of from one room and a kitchen to three rooms, kitchen, scullery, and bathroom. The 20 houses will contain about 433 apartments. All buildings are to have communal laundries and, in some cases, communal water-closets. Construction will be of concrete blocks or masonry with fire-proof flooring and Spanish tile roofs. It is estimated that the cost of building by direct labor (which has been found cheaper than by contract) will be about \$4.50 per cubic foot.

The cost will be defrayed by an issue of municipal bonds bearing 4 per cent interest and maturing in 30 years.

The cost of building will prevent an economic rental, but the difference between revenue and expenditure will be less than that existing in England. A deficit will be incurred annually during the 30 years, after which the proposition will yield revenue.

Building Societies in Great Britain

THE report of the chief registrar of friendly societies for the year ending December 31, 1922, gives some data concerning the membership and finances of building societies in Great Britain for a series of years. The membership, which in 1914 was 627,240, had risen to 672,369 in 1919 and continued to increase in spite of the general depression which followed the collapse of the post-war prosperity wave. It is noticeable that in England each year shows a growth in membership, while in Wales there was a decrease in 1921 and 1922 and a decided falling off in Scotland during 1922. Preliminary figures subject to correction have been issued for 1923, and, using these, the following summary is obtained for the post-war years:

	Membership	Receipts	Advances on mortgage
1919	672,369	£35,445,504	£15,840,961
1920	747,589	48,072,341	25,094,961
1921	789,052	47,146,705	19,673,408
1922	826,032	52,628,709	22,707,799
1923	895,512	61,616,621	32,082,694

It will be noticed that while the membership shows a steady increase, both receipts and advances fell off in 1921, when the industrial depression was at its worst, but that this was only temporary, and in 1923 both reached a higher point than had ever before been attained.

The data for 1922 covered 1,180 societies, of which 60 had a membership of 2,500 or more.

Thirty-four of them had more than 5,000 and 12 more than 10,000 members. The largest society, the Halifax Permanent Building Society, had 71,217 members, over 5,000 more than in the preceding year and considerably more than three times as many as any other society in Great Britain.

The situation of the societies at the end of 1922 was regarded as satisfactory. The repayment of advances exceeded by nearly £1,500,000 the similar figure for 1921, the profit and reserve fund was increased, and the expenses of management on the whole compared favorably with earlier years.

The total expenditure upon management again rose, though the increase did not correspond fully to the additional amount of business undertaken. The average cost for the year was 16s. 10d. per member, or 16s. 2d. per £100 outstanding upon mortgage. In proportion to the membership the increase was 1d. per member, but in proportion to the balance outstanding upon mortgage there was a slight decrease. With an increase of less than 30 per cent (due allowance having been made for the growth of business) the expenses of management of building societies still compare very favorably with pre-war experience.

1 Pound at par—\$1.3665; exchange rate varies.

The cost will be delayed by an issue of municipal bonds bearing 4 per cent interest and maturing in 30 years. The cost of building will prevent an economic rental, but the difference between revenue and expenditure will be less than that existing in England. A rental will be incurred annually during the 30 years after which the proposition will yield revenue.

Building Operations in Sweden in 1923

THE figures on building operations in Sweden in 1923 are given in Sociala Meddelanden No. 9, 1924, published by the Swedish Social Board (*Socialstyrelsen*).

Including new construction, rebuilding, and additions to buildings, 461 apartments were built in 1923, an increase of about 50 per cent over 1922. This number apparently brings building operations in Sweden up to the pre-war level.

The following table shows the number of apartments erected during each of the years 1916 to 1923:

NUMBER OF APARTMENTS ERECTED IN SWEDEN, 1916 TO 1923

Year	Number of apartments erected					Total
	By State	By communities	By housing associations, etc.	By industrial establishments, etc.	By others	
1916	19	424	522	260	4,529	5,754
1917	18	1,157	1,529	772	3,342	6,818
1918	156	820	1,007	972	2,248	5,203
1919	211	883	1,074	434	2,313	4,915
1920	211	616	367	575	2,755	4,524
1921	686	1,518	368	330	3,463	6,365
1922	381	279	332	118	5,250	6,360
1923	155	693	563	159	7,891	9,461

INDUSTRIAL ACCIDENTS AND HYGIENE

Disabling Sickness Among Industrial Employees ¹

THE United States Public Health Service has been making study ² of the morbidity records of a group of industrial mutual benefit associations and company medical departments since January, 1920. The reports, which are made monthly by these companies to the Public Health Service, cover those cases lasting eight days or longer for which sick benefits have been paid, with the exception of the reports for 1920, which include a number of cases lasting only seven days.

The reports do not include all disabling sickness, since the benefit associations do not pay sick benefits for illness resulting from the venereal diseases, from the violation of any civil law, or from willful gross negligence, and in most cases they do not pay for chronic diseases contracted prior to the date of joining the organization. There are certain rules, also, which if not complied with may result in a member being denied disability benefits, thus further limiting the number of cases recorded, and the age limits for eligibility to membership prevent the age distribution from being typical of that of employees as a whole. The data from the company medical departments have so far as possible been made to conform with those from the benefit associations by excluding diseases for which the latter do not pay benefits. It is evident that the incidence rates of sickness shown by these reports are an understatement of the extent of sickness in industry, although in view of the general lack of statistical information as to industrial morbidity the information even though inadequate and incomplete is believed to be of value.

The number of persons used as the basis for the calculation of sickness frequency rates is, in the case of benefit associations, the number of members and, in the case of medical departments, the number on the pay roll at the end of each month. About 90 per cent of the total number of employees for whom reports were made were men. Sickness cases among women include only diseases common to both sexes, but in spite of that fact the frequency of cases among the women was about 35 per cent higher than among men.

¹ United States. Public Health Service. Frequency of disabling illnesses among industrial employees. Public Health Reports, Oct. 31, 1924, pp. 2721-2730.

² See MONTHLY LABOR REVIEW, May, 1921, p. 126; April, 1923, p. 123.

The following table shows the frequency of different diseases lasting eight consecutive days or longer in 1923 compared with 1922:

NUMBER OF CASES OF SICKNESS CAUSING DISABILITY OF ONE WEEK OR LONGER AMONG A GROUP OF INDUSTRIAL EMPLOYEES AND NUMBER OF CASES PER 1,000 PERSONS IN 1922 AND 1923

General grouping of diseases and conditions causing disability	Number of cases		Number of cases per 1,000 persons	
	1922	1923	1922	1923
Number of persons included in the record	71,728	99,879		
General diseases ¹	2,258	3,277	31.5	32.7
Diseases of the nervous system ¹	483	538	6.7	5.4
Diseases of the circulatory system	274	298	3.8	3.0
Diseases of the respiratory system	1,184	1,503	16.5	15.1
Diseases of the digestive system	1,355	1,805	18.9	18.1
Diseases of the genito-urinary system	190	224	2.6	2.2
Diseases of the skin and cellular tissue	259	339	3.6	3.4
Diseases of the bones and organs of locomotion	349	398	4.9	4.0
External causes (nonindustrial accidents)	663	1,020	9.2	10.2
Ill-defined diseases	218	417	3.1	4.2
Total	7,233	9,819	100.8	98.3

¹ Including influenza and grippe.

² Including organs of special sense (eyes, ears).

During both 1922 and 1923 the high frequency of influenza and grippe was outstanding, accounting for 21 per cent in 1922 and 24 per cent in 1923 of all the disabilities for which sick benefits were paid. Even in 1921, when there was no marked epidemic of influenza, as was the case in the two following years, the curve for influenza or grippe rose as high as the curve for all other respiratory diseases combined. The other epidemic diseases, including typhoid fever, smallpox, malaria, measles, etc., formed only 2.4 per cent of the total number of cases, less even than appendicitis. This is considered to reflect an important achievement in public health work.

The following table shows the number of cases of sickness per 1,000 persons and the per cent of total cases in 1923, classified according to the principal causes of disability:

PRINCIPAL CAUSES OF DISABILITY IN 1923 AMONG A GROUP OF WAGE EARNERS IN DIFFERENT INDUSTRIES

Principal cause of disability	Number of cases per 1,000 persons	Per cent of total cases	Number of cases	Principal cause of disability	Number of cases per 1,000 persons	Per cent of total cases	Number of cases
Number of persons covered in the records	99,879			"Degenerative" diseases	4.6	4.7	462
Influenza and grippe	23.3	23.7	2,328	Diseases of the skin	3.4	3.5	339
All other respiratory diseases	16.3	16.6	1,626	Appendicitis	3.2	3.2	318
Nonindustrial accidents	10.2	10.4	1,020	Epidemic and endemic diseases	2.4	2.4	238
Rheumatism	8.7	8.9	875	All other diseases	14.1	14.3	1,409
Diseases of the pharynx	6.5	6.6	649	Total	98.3	100.0	9,819
Diseases of the stomach, and diarrhea	5.6	5.7	555				

There was marked seasonal variation in the incidence rate of disabilities lasting longer than one week. This was due almost exclusively, however, to the cases of influenza and grippe, supplemented by the other respiratory diseases, which also had their highest incidence at the time when influenza and grippe were most prevalent. These diseases produced an extremely high sickness rate in January, February, and March in each of the four years studied, but the records showed that when all the diseases of the respiratory system were eliminated there was comparatively little seasonal variation in the sickness rate.

The frequency rate varied greatly among the different establishments. The lowest male sickness rate was 48 cases per 1,000 persons and the highest 198, while the rate for women ranged from 29 to 261 per 1,000. These differences suggest, the report states, that detailed studies of those establishments having the highest rates in comparison with the sickness incidence in the establishments having the lowest rates would provide a starting point for combating the waste and inefficiency resulting from needlessly high disability rates in industry.

Effect of Working Conditions in Steam Laundries upon Health of Workers

A STUDY¹ of the hygienic conditions in the steam-laundry industry and their effects upon the health of workers has been made recently by the division of industrial hygiene of the New York Department of Labor. The study was carried on from October, 1923, to February, 1924, and included the 208 establishments in the boroughs of Manhattan and the Bronx, excluding 73 hotel laundries located in and operated by hotels.

A large proportion of the workers in laundries are women, but men are employed in the wash rooms, as drivers, and as operators of the old-style gas-heated cylinder body-ironing machines, and occasionally as sorters and checkers. A surprising number of older women were found to be employed, and a large number of the women were married. The work is especially attractive to married women of the unskilled class who have home duties in addition to their work, as, while the hours of work are long, the work frequently starts as late as 11 o'clock on Monday morning, and there is often no work on Saturday and Sunday. Although no special study was made of wages, inquiries made in the course of the physical examinations showed that wages of girls range from about \$9 per week for shakers to \$24 per week for the more skilled type of work, although there is great variation between the different establishments in the wages paid. For piecework on various types of body-ironing machines and presses, \$40 or more per week is paid, and men in the wash rooms are paid from \$20 to \$32 per week.

In the laundry industry the features which at once suggest probable harmful bodily effects are the high temperatures and humidities which prevail throughout the industry. Temperatures which are high

¹ New York Department of Labor. [Bureau of Research and Codes.] Division of Industrial Hygiene. A study of hygienic conditions in steam laundries and their effect upon the health of workers, by May E. Mayers, M. D. [Albany], 1924. 110 pp. Special bulletin No. 130.

under the best conditions tend to rise not only in the summer months but also in the very cold weather when doors and windows are kept tightly shut in order to keep out the drafts to which laundry workers are peculiarly sensitive because of the dampness of the rooms. The data secured by the study were considered to represent the minimum harmfulness of the industry, however, as the winter months included in the study were particularly mild and consequently temperatures in the workrooms were at their best. The temperature in the workrooms were found to range from 65° F. and relative humidity of 52 per cent to 105° F. and a relative humidity of 32 per cent. The average temperature in the wash rooms of 41 laundries was found to be 79.2° F., and the highest was 95° F. The highest relative humidity was 91 per cent. In the ironing rooms the average temperature was 3.6° F. In general the wash-room temperatures were not considered particularly high, but the prolonged strenuous work in combination with the heat was found to show its effect in evidence of cardiac overstrain.

The workers in the wash rooms are a "washer" who fills the machines with the soiled clothes and attends to washing them, a "puller" who goes from one machine to another all day transferring the clothes from the washing machines to the trucks in which he rolls them to the extracting machines, and an "extractor" who puts the clothes into the machines and superintends the process of wringing. It has been estimated that in an ordinary working-day a puller may transfer 5 tons of clothes from the washing machines into the trucks. Work in the wash rooms of many of the laundries lasts from 13 to 14 hours a day on Monday, 12 to 13 hours on Tuesday, to 10 hours on Wednesday, and a few hours on Thursday; there is usually no work for the rest of the week. In the better-class laundries the work is more evenly distributed and the men work usually 5½ instead of 3½ days. An examination of 110 men, working in the wash rooms, who formed a partially selective group in that those having certain diseases were excluded, showed that 2 had blood pressure above the limit regarded as within the normal range for the age, and 29 of these were more than 25 per cent above normal. The nature of the work and the working conditions showed, the report states, that "the work as at present organized constitutes without doubt a severe strain upon the hearts and cardio-vascular systems of the workmen employed in the wash rooms."

The public is said to be primarily to blame for these conditions, since there is a general demand that the work, especially from wet-wash laundries, shall be returned early in the week, but it is considered that laundries should be compelled to start and stop work at a reasonable hour, that washing machines which eliminate part of the heavy work should be more generally used, and that lockers and proper facilities for changing to street clothes should be provided.

The ironing department usually, though not always, occupies a separate floor and contains the "dry room" in addition to the various ironing machines. While more attention is usually given to working conditions in this department than in the wash room, there were few laundries visited in which the lighting could be regarded as in any sense adequate. In some cases there were too many unshaded lights, which produced a distinctly uncomfortable glare, but usually

the rooms were dingy and dark. There was also a conspicuous lack of cleanliness, part of which was undoubtedly due to poor lighting as well as to overcrowding with machinery, so that the unswept and rotting wooden floors, the dirty windows, and the dust and lint on everything often seemed to be unnoticed.

The great problem in this department, however, is the ventilation. The large number and variety of heat-producing machines collected in a single room, and the proximity of the dry room, from which much heat escapes, make the question of proper ventilation a difficult one. Heat and vapor are constantly given off in different amounts by the different machines, so that numerous air currents are produced. The installation of hoods over the mangles and insulation of the dry room, while an improvement, do not solve the problem, which is one for the ventilating engineer of experience. It was found that a large percentage of the girls, even those at the mangles where temperatures rarely fall below 80 to 85 degrees, wear sweaters practically the year round to protect themselves from the drafts to which they are peculiarly sensitive because of the high temperatures and humidities.

The physical examination of 150 women in 23 laundries showed various diseased conditions, but correlation between these conditions and specific laundry processes was difficult to establish except in connection with the general environmental conditions, such as high temperature and humidity and long hours of standing. Seven operators—six men and one woman—on gas-heated body-ironing machines were specially examined for carbon monoxide poisoning and in every case carbon monoxide was found in the blood, the amounts ranging from 10 to 25 per cent. While these amounts are theoretically sufficient to cause discomfort, no symptoms were found among the men, but the woman complained of such symptoms of the poisoning as indigestion, a metallic taste in the mouth, headache and profuse sweating which lasted through the night.

The general results of the complete examination of the 150 women and partial examinations of 253 others show that atmospheric conditions in the ironing department seem to predispose the workers to atrophic conditions of the nose and throat, conjunctivitis, due probably to drops of sweat falling into the eyes, and dizziness and headache due to the heat. The latter two conditions appear only with a temperature of 90° and over. The long hours of standing working of treadle machines, and carrying heavy stacks of folded linens seem to be responsible to some extent for the number of cases of flatfoot and varicose veins. A slight rise in body temperature was present in many cases, which was not sufficient to indicate a pathological condition, but which was of interest because it was apparently due to the atmospheric conditions.

The industry as a whole was not found to present many accident hazards, as most mangles and presses were adequately provided with finger guards; collar-ironing machines and gas-heated body-ironing machines presented the greatest source of danger from burns and the body-ironing machines presented the hazard of poisoning from carbon monoxide, as it was shown to be absorbed in injurious amounts. Fatigue so generally resulted from the different operations that the investigators recommended that for the industry in general

hours of work should be reduced, the work should be better distributed throughout the week, rest periods should be introduced, and an adequate time allowed for lunch. It was also considered that proper equipment, including satisfactory seating arrangements, which were almost wholly lacking, rest rooms, drinking fountains, and general installation of more up-to-date mechanical equipment would result in greatly lessening the ill effects of the industry.

Medical Service in Small Industries in Philadelphia

AN ACCOUNT of the establishment of a medical service in Philadelphia for the purpose of giving industrial workers the benefit of preventive health activities and at the same time demonstrating to the employers the need for constant medical supervision of the employees is given in a recent issue of the *Nation's Health*.¹ The Philadelphia Health Council and Tuberculosis Committee formulated the program for the organized health service. The failure of a night clinic, because few employees would take advantage of such a service after working hours, led the committee to formulate the plan which affords the employee the opportunity for a health examination at the plant during working hours free of charge. The work is financed entirely by the sale of Christmas seals to the public and the aim is to demonstrate the value of medical service in industry, with the hope that the smaller industrial plants, which are unable to maintain full-time medical service, will at least provide for entrance and periodic physical examinations for their employees. Such examinations have proven of benefit to the employees by enabling them to correct defects or ailments which are liable to become serious in the course of time, and to the employers through the increased efficiency of healthier workers and the reduction of labor turnover.

After gaining the consent and cooperation of the employer, notices of the examination are posted in the plant, after which a series of health talks stressing the importance of the health examination and explaining just what it is and when it is to be given are given by an industrial physician or nurse. Definite clinic appointments for the examination are then made with the workers and the fact brought out that the examination is both voluntary and confidential. With strict adherence to these two latter points, there is little or no opposition on the part of employees. A full report of the findings of the examination is made to each person at his home address, and a general report is made to the employer, classifying his employees on a general health basis but without giving names or details of cases.

A sufficient number of posters is sent to the management so that they can be placed where all employees will see them, and the series of six posters are put up at intervals of from four to six days. Notice of the health talks is given to the employees at least one or two days before the talk is to be given. These talks are usually on company time and are given in the different departments of the plant. If the department is small the speaker makes the appoint-

¹ The *Nation's Health*, Nov. 15, 1924, pp. 753, 754: "Philadelphia establishes medical service in industry," by Edward K. Funkhouser.

ments for the examination, and if large the foreman in charge makes them. An average of 60 to 70 per cent of the employees in the various plants have taken the examinations, and in some cases they have been taken by all, including the employer. It has been found important not only to have doctors for this work who have a good general medical training and in addition the ability to recognize tuberculosis in its early stages, but also those who have a personality which gains the confidence of those examined.

In general an allowance of 15 minutes is made for the preliminary examination by the nurse, who asks certain questions regarding the worker himself, his habits, and his working conditions, and takes his temperature and pulse, and another 15 minutes for the actual examination by the doctor. The examinations are as complete as can be given outside of a fully equipped clinic, and by arrangement with the health department, laboratory analyses, when necessary, are made free of charge.

The examiner gives advice as to correctable defects, but no treatments or prescriptions are given, and in all cases the patient is referred to his private physician. In the more serious cases, if the individual has no doctor and can not afford one he is taken to a city clinic for proper treatment. After an interval of 30 days a letter is sent out asking the individual to notify the examiner if he has followed the doctor's instructions, whether the defects have been corrected, and what benefit he has received from the examination. If this fails to bring a reply, a nurse visits the employee during working hours and endeavors to have him go to his own physician.

Statistics of the results so far are incomplete, but of 383 individuals examined in 1923, 8.8 per cent only were found to be in excellent health, the remainder having more or less serious defects. In 55 per cent of those examined there were defects of the eyes; in 23 per cent, of the nose; in 18 per cent, of the throat and tonsils; in 39 per cent, of the ears; in 56 per cent, of the teeth. Tuberculosis was found in 3.1 per cent of the persons examined and heart trouble in 7 per cent.

In addition to the examination of employees a complete sanitary survey of the plant is offered to the employer. This includes investigation of the general care of the building, fire protection, lavatories, toilets, drinking-water facilities, and the rest room, kitchen, and cafeteria. The report, which is confidential, is sent to the manager, and it is thus possible to point out to the management conditions which are detrimental to the health of the workers.

Industrial Accidents in Argentina in 1922¹

THE Argentine National Labor Department recently published statistics of industrial accidents in Argentina for 1922, which are the latest figures published on this subject. The total number of industrial accidents reported in 1922 was 31,603, which is an increase of 26 per cent over the number occurring in the previous year. The report states that 25,516 of these accidents took place in

¹ International Labor Office. Industrial and Labor Information, Geneva, Sept. 29, 1924, p. 41.

the city of Buenos Aires; of this number, 24,663 involved men and 53 involved women. It has been estimated that 7 per cent of the population were injured by industrial accidents. The industrial groups most affected were the dockers, masons, and mechanics. Over 5 per cent (5.2) of the accidents were fatal, while 6.5 per cent resulted in permanent partial disability.

Industrial Poisons and Diseases in British Factories

THE annual report of the chief inspector of factories and workshops in Great Britain for the year 1923 contains (pp. 60-81) the report of Dr. T. M. Legge, senior medical inspector of factories, showing the causes and extent of industrial diseases among British factory workers and the result of several special investigations of occupational health hazards.

The special inquiries included those relating to the increase in the number of cases of lead poisoning in ship breaking and in the manufacture of electric accumulators; the incidence of epitheliomatous ulceration among mule spinners and workers engaged in the manufacture of arsenical compounds; a study of the first definitely recorded cases of manganese poisoning in Great Britain; and an investigation in certain centers in Germany of the effect on horsehair of low-pressure current steam disinfection as a means of protection against anthrax.

The following table shows the number of cases of disease resulting from the use of some of the more important industrial poisons from 1906 to 1923:

NUMBER OF CASES OF INDUSTRIAL POISONING AND OF DEATHS FROM GASES AND FUMES REPORTED IN GREAT BRITAIN, 1913, 1914, AND 1917 TO 1923

Gas or fume	1913	1914	1917	1918	1919	1920	1921	1922	1923
Carbon monoxide:									
Cases	59	62	99	54	85	56	77	111	134
Deaths	7	9	15	13	12	9	14	14	7
Carbon dioxide:									
Cases	12	3	1	5	3		5	1	10
Deaths	1	1		5	1		4		2
Sulphuretted hydrogen:									
Cases	8	22	11	7	3	13	3	12	8
Deaths	1	3	4	1		4		3	
Sulphur dioxide: Cases	1	1	2	1	7	2	5	7	10
Chlorine: Cases	1	2	3	4	9	8	3	11	16
Nitrous fumes:									
Cases		9	62	27	5	9		8	7
Deaths		2	5	7	2	3			
Ammonia:									
Cases	3	4	4	6	8		9	8	5
Deaths	1	1	1	1			1	1	1
Benzol, naphtha, anilin:									
Cases	6	4	4	7	9	12	10	25	55
Deaths	2	2	2	4	3	1		1	3
Arsenuretted hydrogen:									
Cases	2	1	12	2	3	5	1	1	4
Deaths		1	3			3	1		2
Tetrachlorethane:									
Cases		25							
Deaths		4							
Miscellaneous (ether, acetone, nickel carbonyl, carbon bisulphide):									
Cases			4	1	3	9	3	10	35
Deaths								1	2

During 1923 a large increase was reported in the number of cases of lead poisoning in the manufacture of electric accumulators. In 1922, there were 32 cases in the industry and in 1923, 95 cases, with 2 deaths. The excessive incidence was due to the growth of the industry resulting from the development of broadcasting and the increase in electric lighting on motor cars. The increased demand for this product resulted in high pressure of work, overtime, crowded workplaces, and the engagement of many new unskilled workers, all of which were factors in creating a dangerous amount of dust containing lead. Thirty-eight cases of lead poisoning in ship breaking were recorded, as compared with 17 in 1922. Although surfaces painted with lead paints were scraped before using the oxy-acetylene flame to cut up the plates, it was found that unless the flame is carefully applied it spreads outside the clean area and volatilizes the lead so that it is inhaled by the workers. During the past two years the medical inspectors have examined 329 men engaged in breaking up ships, of whom 119, or 36 per cent, showed blue line on the gums; 16, or 5 per cent, partial wrist-drop; 45, or 14 per cent, anemia; and 56, or 17 per cent, gave a history of colic. Two cases of brass founders' ague were also reported in this industry. Various types of respirators have been tried but none have proved satisfactory.

Epitheliomatous ulceration (skin cancer) is recognized as being occasionally associated with the absorption of arsenic and is also a condition which occurs among mule spinners, due to the lubricating oil used, and in tar distilleries. There were 58 cases of epitheliomatous ulceration reported in 1923, with four deaths. A striking fact in regard to tar carcinoma which has been brought out by recent investigation is the length of time which may elapse before the malignant condition appears. In one case carcinoma appeared 28 years after cessation of work and in another case 17 years.

Two cases of arseniuretted hydrogen poisoning, one of them fatal, were of particular interest because they showed that this gas is not always generated by chemical action of acid on metal, since in the case in question the contact of water with the arseniferous material produced the poisonous fumes.

A new risk of mercurial poisoning was found in connection with the manufacture of broadcasting sets. The interior of receptacles that had been amalgamated with mercury was cleaned with sawdust by means of rapidly revolving brushes, and an analysis of the sawdust showed that it contained $7\frac{1}{2}$ per cent of mercury. An examination of the women employed in this occupation showed the effects of mercury absorption, as they suffered from sponginess and bleeding of the gums and slight tremor.

All of the 58 cases of chrome ulceration were followed up. The principal cause for the development of these cases was found to be the failure to observe the welfare orders for tanning and dyeing, which require that the fingers of all persons coming in contact with chrome solutions shall be inspected twice a week. Four cases occurred in a paper mill where potassium bichromate and acetate of lead were mixed with water, the reaction producing chromate of lead (yellow pigment) which was used to make a yellow-tinted paper. The workers were obliged to come in contact with this composition, as they had to feel it with their fingers to determine when it was ready to be discharged to the mill. In this case the provision of good wash-

ing facilities and regular inspection of the hands prevented the occurrence of further cases. A new source of chrome ulceration was found in the use of chromous fluoride (CrFl_2), which is employed as a mordant in dye works in the same way as bichromate and was the cause of three cases.

Although no cases of chronic manganese poisoning were recorded in Great Britain prior to 1922, three cases were reported in that year and, a subsequent case developing in 1923, a visit was made to the factory where washed manganese ores are ground, sieved, and packed. An examination of all the workers showed three suspicious cases, which later came under the care of the physician who had attended the earlier cases. An inspection of the factory showed that much fine dust was generated and inhaled by the workers. As a result of bringing this condition to light, steps were immediately taken by the firm to install ventilating and other apparatus to make the operations dust proof. Inspection of all other similar works showed that the men were generally protected from the dust and that alternation of employment took place in grinding.

Cases of dermatitis were reported chiefly among workers using dyes and dye intermediates; alkalis, caustics, and acids; turpentine; volatile liquids; spirit polishes; flour, sugar, etc.; wood dust; and lime and calcium compounds.

The following table shows the deaths and the cases of poisoning from gases and fumes which caused an absence from work of one day or longer for the years 1913 to 1923:

NUMBER OF CASES OF POISONING AND OF CERTAIN INDUSTRIAL DISEASES REPORTED IN GREAT BRITAIN, 1903 to 1923

Disease	Average 1903- 1905	Average 1906- 1908	Average 1909- 1911	Average 1912- 1914	Average 1915- 1917	Average 1918- 1920	1921	1922	1923
Lead poisoning:									
Cases	601	619	576	522	349	198	230	247	337
Deaths	23	30	35	33	21	20	23	26	25
Phosphorous poisoning:									
Cases	1	1	1		3	1			
Deaths	1								
Arsenic poisoning:									
Cases	4	12	7	4	11	3	1		
Deaths		1			2				
Mercurial poisoning:									
Cases	6	7	10	14	14	7		6	4
Deaths								1	
Toxic jaundice:									
Cases					132	14	1	3	7
Deaths					34	5	1		2
Epitheliomatous ulceration:									
Cases						45	32	32	58
Deaths						1	2	3	4
Chrome ulceration:									
Cases						126	29	42	58
Deaths									
Anthrax:									
Cases	52	57	57	57	83	59	25	45	46
Deaths	13	13	11	7	12	9	6	5	5

The number of cases of poisoning from carbon monoxide increased considerably in both 1922 and 1923 over earlier years. There were, in 1923, 31 cases, with 4 deaths, due to blast-furnace gas; 43 cases, with 2 deaths, from producer gas; and 35 cases caused by coal gas in factory premises. Of the 25 other cases due to carbon monoxide, 11 occurred from the fumes given off from coke fires used for heating rivets in confined spaces on board ship.

Industrial Accidents in Sweden in 1921¹

THE State Insurance Institute of Sweden (*Riksförsäkringsanstalten*) in its report on industrial accidents in Sweden in 1921 gives the latest available statistics for that country.

The total number of accidents reported during the year was 41,864, of which 2,091 caused permanent disability and 421 death. Of the accidents reported, 34,273 concerned employers with 5 or more workers, 2,956 employers with less than 5 workers, and 4,635 concerned State employees. There were 810,726 full-time (300-day) workers with employers having over 5 workers, 420,553 with those employing less than 5 workers, and 124,297 with the State, or a total of 1,355,576 full-time workers covered by compulsory industrial accident insurance legislation in Sweden in 1921.

The 34,273 accidents occurring among workers with employers having five or more workers caused a loss of 7.309 days per 300-day worker, or over 5,900,000 working-days altogether. Temporary disability caused 13.9 per cent of the time lost, permanent disability 46.1 per cent, and death 40 per cent. The report states that certain data are not available concerning State employees and workers with employers with less than five workers, and consequently accident frequency, etc., could not be computed for these groups.

Compilations have been made with respect to accidents among employers with five or more workers, which data are shown in the table which follows:

INDUSTRIAL ACCIDENTS AND ACCIDENT RATES IN ESTABLISHMENTS EMPLOYING FIVE OR MORE WORKERS IN 1921, BY INDUSTRY

Industry	Number of 300-day workers	Total number of accidents	Cases of permanent disability	Cases of death	Number of accidents per 100 300-day workers	Days lost per 300-day worker ¹
Mining, ore dressing, and smelting.....	7,871	1,034	35	14	13.1	24.62
Ore refining.....	17,794	2,184	50	11	12.3	11.93
Metals.....	50,224	5,682	134	21	9.6	7.71
Stone, coal, and peat.....	24,174	2,284	96	14	9.4	12.72
Agriculture, forestry, and stock raising.....	156,863	5,352	369	65	3.4	8.77
Lumber.....	41,952	3,417	226	30	8.1	16.39
Paper and printing.....	42,707	2,323	82	13	5.4	6.36
Food.....	40,639	1,730	67	13	4.3	5.52
Textile and clothing.....	42,927	511	24	3	1.2	2.04
Leather, rubber, and hair.....	14,635	317	16	1	2.2	3.36
Chemical.....	11,829	900	25	2	7.6	7.21
Building.....	36,074	2,574	142	28	7.1	15.44
Power, light, and water works.....	9,660	489	17	4	5.1	7.21
Trade and storage.....	108,913	1,443	48	14	1.3	2.27
Shipping and fishing.....	17,188	1,321	66	65	7.7	37.51
Transportation.....	36,658	1,719	45	10	4.7	5.39
Clerical and professional service.....	34,838	131	12	1	.4	1.31
Municipal institutions.....	53,796	387	34	3	.7	2.00
Domestic service, hotels, etc.....	50,860	438	28	3	.9	1.73
Miscellaneous.....	2,075	37	-----	1	1.8	3.89
Total: 1921.....	810,726	34,273	1,516	316	4.2	7.31
1920.....	936,075	45,356	1,899	439	4.8	8.12
1919.....	894,169	47,993	1,908	499	5.4	8.99
1918.....	872,351	49,834	2,143	639	5.7	11.17

¹ Sweden [Socialdepartementet], *Riksförsäkringsanstalten, Olycksfall i Arbete år 1921*; Sweden [Socialdepartementet], *Socialstyrelsen, Sociala Meddelanden No. 10, 1924.*

² In computing these rates 7,500 days' loss is allowed for each death.

WORKMEN'S COMPENSATION AND SOCIAL INSURANCE

Action of Voters on Compensation Law, Missouri and Oregon

AT THE general election in November last, the people of Missouri defeated by referendum a proposal for an exclusive State insurance fund for injured workmen by a majority reported to be approximately 260,000. Benefits provided were higher than those operative in the adjoining States of Illinois and Kansas, and as the two largest cities of the State, St. Louis and Kansas City, are border cities, it was regarded as easy for manufacturing interests to move across the State line to avoid the burdens that the proposed law would lay upon them. This argument was offered by the Allied Industries in its opposition to the law, while the insurance companies opposed it because of the exclusive State system of insurance. Another objection was the number of high-salaried positions created for the administration of the act and the extent to which the State would be involved in the administration of the business of insurance.

It is reported that various bills are in preparation for presentation at the session of the legislature which convenes in January, 1925, and a State labor official sees "no reason why a workable workmen's compensation law could not be enacted"; another report, however, is to the effect that differences of opinion are so marked that it would be difficult to agree upon a measure which would receive sufficient support to secure its enactment.

The Missouri measure under consideration was formulated by organized labor as its special project, including the points, without compromise, that it desires to see incorporated in such a law. On the same day the people of Oregon voted on an amendment to the constitution of the State, which was in form and effect legislation. This too was defeated by approximately two to one. The proposal represented the same point of view as in the case of the Missouri measure. As the compensation law of Oregon now stands, its acceptance is optional, or, in other words, it is an elective statute; but once the statute is accepted, insurance is to be effected only in a State fund. This has drawn the fire of the insurance companies, and their campaign, some three years ago, took the form of writing policies under the alternative employers' liability law, but with riders attached offering to pay injured employees the same compensation as though under the compensation law, but at rates lower than the actual costs as shown by the Oregon experience.

An attempt at compromise and adjustment of the situation was sought by a committee appointed by the governor, but on the failure of this committee to agree it adjourned. Thereupon, the so-called

"Oregon Workmen's Compensation League," which was in reality the State Federation of Labor, formulated the proposed amendment and sought to secure its adoption so as to make the law compulsory in its application, providing also for the retention of the State fund as exclusive. In the official correspondence conveying the above information no reference is made to prospective legislation, if any.

Recent Workmen's Compensation Reports

California

THE Industrial Accident Commission of California covers the year ending June 30, 1923, in a brief report, chiefly administrative in its nature, embracing the various lines of its activities. During the year covered 2,480 cases were filed for adjudication by the commission, an increase of nearly 300 over the preceding year. The claims adjudicated numbered 2,347, leaving 697 claims pending, as compared with 564 on hand at the beginning of the year. There were requests for hearings in 447 cases, of which 269 were denied and 178 granted. Writs of review were issued in 28 cases, 12 being pending at the opening of the year; in 11 of these the decisions of the department were affirmed, in 10 they were annulled, 1 settlement was made without decision, and 18 writs were pending at the close of the year.

The department of permanent disability rating reports an increase in permanent disability accident frequency, but "a gratifying decrease in the permanent disability accident severity." This decrease has been constant from 1914 to 1921, dropping from 18.38 per cent to 12.17 per cent. This result is explained on the basis of education—workmen learning care, employers the installation of safe machinery, doctors gaining experience in the treatment of injuries, and insurance companies liberality in dealing with the matter of cure and adequate treatment rather than the payment of permanent disability compensation in large amounts.

The direct activities of the commission in the field of rehabilitation involve cooperation with the rehabilitation work of the State board of education as a chief function. The act of 1919, that gave the commission a separate fund and independent activities, was declared unconstitutional in January, 1922, so that the work is entirely, and the commission believes properly, in the hands of the board of education. Duplication is thus prevented, while the commission is able to maintain a coordinating officer who is interested in the hospital cases and seeks to stimulate interest in vocational training. From the report of the Federal Board for Vocational Education (News Notes for January) it appears that 726 persons received special technical treatment, of whom 187 have been successfully rehabilitated and returned to suitable employment. Besides these, 39 persons were found places by suitable advice, while approximately 18 per cent abandoned training before attaining rehabilitation.

The statistical department makes a brief report, showing 169,891 industrial injuries for the calendar year 1922—an increase of 28.6 per cent over the previous year. Of these, 708 were fatal, 158 more

than in the preceding year. However, 47 of these cases were due to a single mine disaster; but 627 of the deaths were in employments under the compensation law. Of these, 425 left known dependents, 229 in number, who are receiving or have received the benefits provided by law; 202 left no known dependents, or claims of dependency were not established.

The largest number of fatalities was in transportation (143 cases) while manufacturing followed with 137. Construction was responsible for 121 cases, and mining, quarrying, and oil producing for a like number. Farm and kindred labor account for 47 cases, miscellaneous occupations covering the remaining 139.

The State compensation fund has the calendar year as its fiscal year. Net premiums written during 1922 amounted to \$4,963,017.84, a net decrease of 7.39 per cent from the previous year. This is explained by the falling off in pay rolls. Dividends were returned in excess of 30 per cent, the amount being \$1,683,625.53. Employers have shown their approval of the savings by the fund as is indicated by the fact that in 1917 the fund wrote 24.4 per cent of the workmen's compensation insurance written in the State; in 1921, the figure was 36.9 per cent, "while present indications are that the percentages for the current year will show a marked increase."

The volume of business transacted during the first six months of 1923 indicates a considerable advance over the same period in 1922, the increase in total earnings being \$579,964.19.

Admitted assets of the fund amount to \$6,113,252.26, against which are liabilities, \$52,701.05, and reserves, \$4,148,497.48, leaving a surplus of \$1,912,053.73.

The percentage of total expenses, including taxes, to premiums earned is 13.41 per cent for the first nine months of 1923 as against 14.61 per cent in 1922 and 13.91 per cent in 1921.

New York

THE Department of Labor of the State of New York has issued as Special Bulletin No. 126 an analysis of workmen's compensation cases closed during the year ending June 30, 1923. This mode of presentation is chosen in order that final reports may be made of the accidents considered, the tabulation of accidents occurring during the year being necessarily incomplete because not finally disposed of. This bulletin of 333 pages is far more elaborate and detailed in its presentation than any prior statistical publication in this field by the New York office. "This department had a wealth of material on the subject of industrial accidents, but it had not utilized this material in the past as it should have done." A similar but more complete report is planned for the next year, while a bulletin of statistics covering the first 10 years of the operation of the law is also announced.

The total number of accidents for which reports were made exceeds 300,000 per year, but a number of them are trivial in character, though "what to-day is a trivial accident may on some other occasion result seriously or even fatally." However, only compensated accidents are considered in the present report, and since no award can be made for temporary disabilities causing less than 14 days' loss of time, the actual number considered is but a fraction of the

total named above, the report covering 58,078 cases in which compensation was paid. It is of interest to note in view of the time basis used that of the cases settled in 1923, 64.3 per cent of the accidents occurred during that year, while 32.8 per cent happened in the year preceding, the remaining 2.9 per cent being the result of accidents occurring from 1914 to 1921.

The following statement shows the number and compensation paid in each type of disability:

Compensable accidents:	Number of cases	Compensation (final awards)
Deaths.....	662	\$4, 102, 938
Permanent total disability.....	17	8, 520, 883
Permanent partial.....	10, 310	
Temporary total.....	46, 910	3, 674, 524
Temporary partial.....	179	
Total.....	58, 078	16, 298, 345

In general, the mode of presentation is by a summary table and a corresponding detailed table presented in the appendix. The tables show distribution by industry and extent of disability, cause by extent of disability, cause by nature of injury, location of injury by extent of disability, ages by extent of disability for all groups and for each sex, wages by extent of disability similarly distributed, and injury by cause of accident and extent of disability. There is also a brief table showing the year in which each accident occurred and the extent of disability.

Summarizing all compensated injuries by industries for the year it appears that manufacturing was responsible for 26,429 cases, construction for 10,230, transportation and public utilities for 10,973, trade for 4,750, clerical and personal service for 4,127, mining and quarrying for 618, agriculture for 353, and industries not otherwise classified for 598. Based upon an estimated number of employees covered in manufacturing and in mining and quarrying, an injury rate was obtained, showing that for manufacturing as a whole there were 20 compensated injuries per 1,000 employees during the year. By detailed industries the rate ranged from 7 per thousand in clothing, 10 per thousand in printing, and 11 per thousand in textiles to 51 per thousand in paper and pulp manufacturing, 42 per thousand in blast furnaces, steel works and rolling mills, and in lumbering 37 per thousand in clay products, and 35 per thousand in metal goods and machine building, etc.

The number of persons engaged in construction work was not obtainable except for shipbuilding, where a rate of 38 per thousand appears. Report is made also for some branches of transportation showing a rate of 104 per thousand in cartage and trucking, 65 per thousand in stevedoring, and 20 per thousand on steam and electric railroads. Mining and quarrying showed a rate of 95 per thousand.

These figures are for all compensated injuries without regard to seriousness. Deaths constituted 0.6 per cent of all compensated injuries in manufacturing generally, while in lumbering the rate was more than double (1.3 per cent), paper and pulp manufacturing following closely with 1.1 per cent, and clay products with 1 per cent.

Permanent injuries constituted 22 per cent of all compensated injuries in manufacturing, the highest ratio being in wood products (32.8 per cent), fine machines and instruments coming next with

8.6 per cent. The lowest rate is in clothing (10.3 per cent), clay products coming next with 13.7 per cent.

Handling of objects is the source of the largest number of injuries, being credited with 14,917 cases, falls of persons ranking next in number with 9,217. It is interesting to note that more permanent injuries are produced by handling of objects than by falls of persons (1,949 as against 1,130), but that while the former is responsible for 7 deaths, falls of persons occasioned 151 fatalities. Power working machinery caused 8,483 injuries, of which 3,412 were permanent in their results and 28 were fatal.

Considering numbers by the nature of the injuries, cuts, punctures, and lacerations (22,427) come first, bruises, contusions, sprains, and strains following with 16,963 cases, while fractures, traumatic amputations, and dislocations accounted for 13,198; there were 1,044 cases of burns and scalds and 2,446 cases of other forms of injury. The handling of heavy objects caused the largest number of cuts, etc. (7,153), while power working machinery came next with 2,279 injuries, of which 1,664 were in metal working and 1,108 in woodworking. Fractures, etc., were due more frequently to falls of persons than from any other cause (3,083), handling of objects coming next with 2,481 cases, followed by power working machinery with 1,273 cases. As to the part of the body injured, as is well established, the upper extremities are more frequent sufferers, representing 17,665 out of the total number of cases (58,078), thumb and finger accidents constituting a substantial part of this group. Injuries to the lower extremities represent 15,320 cases; such injuries are more frequently serious, causing 63 deaths, as against but 45 in the case of injuries to the upper extremities. Head injuries are much less frequent (2,774 in all), but 205 were fatal, while of 8,791 injuries to the trunk 184 were fatal.

Of the 662 deaths, 67 showed no dependents. Data were incomplete in 25 cases, so that they could not be tabulated, leaving 637 cases for study. The awards in these cases totaled \$3,937,444. What the cost was to society can not be estimated." Widows surviving numbered 475, ranging in age from 18 to 86 years. The law allows 30 per cent of the average weekly earnings of the husband, not over \$8.66 per week. In many cases parents were dependent; to these the maximum payment is \$7.21 per week. There were 133 children of compensable age (under 18), of whom 56 had neither parent left. "These children, left to fight their way without the guidance of either of their parents, were each allowed by law a maximum of \$4.33 a week until they became 18 years of age. What happened to them in their struggle through life can not be answered here." Where a parent survives, the maximum allowance to a child is \$2.89.

Other tables show the average age of injured workers, the average age, and the nature of permanent disabilities received, by part of body, duration, and the amount of compensation.

This volume, together with those promised, makes available a vast amount of statistical information of the utmost importance with regard to cause, nature, and distribution of industrial injuries, and the tremendous cost to industry, society, and individuals resulting therefrom, all of which will, it is hoped, lead to a desirable incentive toward prevention.

Wyoming

THE Workmen's Compensation Department of the State of Wyoming presents in its eighth annual report the operations under the law of the State for the calendar year 1923. The system in this State is one of compulsory insurance, exclusively in a State fund. The year was marked by a serious catastrophe by reason of the explosion of gas in a coal mine, resulting in 47 deaths, dependents surviving in every case. This resulted in a lowering of the balance in the general fund from \$328,437.68 at the beginning of the year to \$142,730.46 at its end; however, the reserve fund made a gain, from \$457,368.93 at the beginning to \$476,828.79 at the close of the year.

Receipts and disbursements by industry classes show premium receipts of \$499,464.22 and payments on orders of award of \$672,082.87. Two outstanding industries are coal mining, from which \$152,158.35 was received on account of premiums, and oil drilling, which paid \$134,389.40. On account of the disaster noted, coal-mining payments amounted to \$335,600.76, more than double the amount of premiums received, while in the oil-drilling industry there was a margin remaining after the payment of \$122,549.38. Expressed in percentages, the coal industry paid 30 per cent of the premiums and called for 50 per cent of the awards; the oil industry paid 31 per cent of the premiums and was charged with 20 per cent of the awards; while all other industries paid 39 per cent of the total premiums and were given 30 per cent of the total orders of award.

There were 82 original awards on account of death, 1 on account of permanent total disability, 111 on account of permanent partial disability, and 1,607 on account of temporary total disability, or 1,801 in all. Besides these there were 667 supplemental follow-up awards made. The total amount awarded in death cases was \$261,933.96, besides \$1,700 for funeral expenses. Six awards for permanent total disability, 1 original and 5 supplemental, granted \$12,904.10; awards for permanent partial disability amounted to \$129,946.72; while for temporary total disability they were \$157,215.96. This gives a total of \$562,000.74 in benefits and \$114,126.45 for medical and hospital orders.

The number of employers paying into the fund during the year was 1,530, the highest for any year with the exception of the fifth, when 1,605 employers contributed.

As in other years, the bulk of the report (136 out of 165 pages) is taken up with the statement of individual accounts with the industrial accident fund.

Peace Officers' Indemnity Fund

A unique piece of legislation is the creation by an act of 1923 (ch. 97) of a peace officers' indemnity fund from which to provide compensation for injuries to the peace officers of the State and counties who receive salaries and are employed by the State, any county of the State, or the board of county commissioners. Compensation and medical and hospital service are provided on the same basis as for industrial employees, administration being committed to the State treasurer, who is to follow the same procedure, as nearly as practicable, that is used in connection with the industrial law. The counties contribute a sum equal to $1\frac{1}{2}$ per cent of the salaries of

sheriffs, deputy sheriffs, undersheriffs, and constables, while the State makes a similar contribution for its peace officers and further guarantees a contribution to protect any overdraft to the extent of 3 per cent of the earnings of its peace officers, including the 1½ per cent above mentioned. An initial appropriation of \$25,000 was made by the State. Contributions from the counties amounted to \$1,010.13 during the portion of the year that the law was in effect. Only a single award was made and that in the sum of \$25. These figures cover the operation of the law for nine months.

Operations Under Danish Workmen's Compensation Law ¹

COMPENSATION to employees in Denmark for accidents incurred in the course of employment is provided for by the law of July 6, 1916, as amended June 28, 1920. Under this law every employer in whatever line of business ² is liable for accidents to all of his employees and must insure this risk with certain companies authorized by the Danish Social Board to write such insurance.

The report of the Danish Workmen's Compensation Board (*Arbejderforsikrings-Raadet*) for the years 1922 and 1923 shows that during those years 11,183 and 12,516 accidents, respectively, were reported to the board, as against 10,496 in 1921. This, the report states, is probably due to increased employment in various industries.

The report contains the following figures as to compensation for the various kinds of disability:

Number of cases on which action was taken:	1922	1923
Death.....	300	298
Permanent disability.....	3, 013	3, 277
Total.....	3, 313	3, 575
Cases in which compensation was granted:		
Death.....	179	167
Permanent disability.....	2, 416	2, 554
Amount of compensation paid:		
Death.....kr. ³	1, 642, 421	1, 316, 399
Permanent disability.....kr.	4, 365, 398	4, 123, 378
Final settlement in reviewed cases.....kr.	220, 035	248, 164
Total.....kr.	6, 227, 854	5, 687, 941

Compensation benefits are not always paid directly to the beneficiary by the board. In the two-year period, in about one-seventh of the cases in which compensation was granted, involving about one-half of the total sum so awarded, special forms of payment were decided upon, such as payment through annuities purchased, through savings accounts with restrictions upon withdrawals, through the purchase of State bonds, etc.

¹ Data are from Denmark, *Arbejderforsikrings-Raadet*, *Beretning for aarene 1922 og 1923*; and consular report of Oct. 29, 1924.

² Including agriculture and allied work.

³ Krone at par=26.8 cents; exchange rate varies.

Danish Sick Funds, 1924¹

AT THE congress of the central associations of Danish sick funds, held at Sonderburg, South Jutland, August 4 and 5, 1924, it was stated that at the beginning of 1924 there were 1,659 voluntary sick funds with a membership of 1,391,151. In 1923, 14,934,234 kroner² was paid out by these funds for medical attendance, 3,724,218 kroner for medicine, 5,369,555 kroner for care in case of sickness, and 7,081,119 kroner for sick benefits (*sjukpenningar*).

The Danish law on invalidity insurance, which became effective in October, 1921, increased the duties of the sick funds.

Franco-Belgian and Franco-Luxemburg Conventions Relating to Social Insurance³

THE Bulletin du Ministère du Travail, Paris, July-September, 1924 (pp. 235-237, 122), contains the terms of ratification of the Franco-Belgian and the Franco-Luxemburg conventions relating to social insurance. The Franco-Belgian convention was concluded between the two countries November 30, 1921, and was accepted by the French Parliament July 12, 1923. The convention became effective through letters exchanged by the representatives of the two countries May 13, 1924, and the rules to be followed in carrying out the terms of the convention were agreed upon at the same time.

An identical convention between France and Luxemburg was ratified by the two countries at Paris, August 6, 1924, and became effective August 28, 1924.

¹ Tidskrift för den svenska pensionsförsäkringen, No. 8, Stockholm, October, 1924, pp. 145-147.

² Krone at par—26.8 cents; exchange rate varies.

³ For the terms of the conventions see MONTHLY LABOR REVIEW, January, 1924, pp. 159-161.

LABOR LAWS AND COURT DECISIONS

Decision as to Enforceability of Orders of Railroad Labor Board

IN THE MONTHLY LABOR REVIEW for July, 1924 (pp. 213-215), a brief account was given of a number of decisions involving the status of orders of the United States Railroad Labor Board. These were actions by employees or organizations of employees against the Pennsylvania Railroad Co., seeking to compel the latter to make its procedure in adjusting labor disputes conform to the findings and decisions of the board. It was there held that such decisions and findings were but advisory and not enforceable by any action of the board, nor could the courts compel obedience thereto. From the latest decision there cited an appeal was taken to the circuit court of appeals, the employees' union continuing to seek the enforcement of a decision of the board by means of an injunction to be issued by the court.

Briefly stated, the difficulty was that, while the Pennsylvania Co. accepted the principle of employee organization and representation and of collective bargaining, it insisted on restricting the organization of employees to its own workmen, thus avoiding the intervention of the more inclusive brotherhoods. Representatives chosen by the votes of some of the company's employees had functioned in a conference at which employment conditions had been arranged; but the complainant organizations were supported by the Labor Board in the position that there had not been a proper election, and a second election was directed to be held under rules prescribed by the board. The refusal of the company to hold this election, and its persistence in acting upon the agreements as to work conditions arrived at in the conferences held under its own elective system, were the basis of the present complaint. What was desired was an injunction to restrain the company from enforcing the provisions of the agreement thus made; from enforcing any change in wages and working rules from those in effect June 30, 1921, under the so-called national agreement, which had been arrived at by the United States Railroad Administration in conference with the American Federation of Labor and its affiliated organizations; from continuing to deal with the representatives chosen on the company ballots; and to prevent it from financing or controlling in any way the organizations of the company's employees for the purposes set forth in the transportation act in regard to the determination of labor conditions, and from refusing to confer and deal with the complaining System Federation No. 90 as the proper representative of the great majority of the company's employees. There was also a request for a decree for an accounting of damages sustained.

In the circuit court of appeals it was said that the entire series of questions could be resolved into a single one: "What are the civil and statutory rights of the complainants in the premises?" It was found that no interference with the civil rights of the complainants had been shown. They had the right to organize, to bargain collectively, and to strike. The sole complaint was a grievance against the company for refusing to comply with the provisions of the transportation act of 1920. This was said not to disturb the rights belonging to the two parties. It offered a form of machinery for adjusting labor disputes and strikes, with "the public interest first in mind." The carrier might deal with individual representatives and the employees might sell their own labor in any way that they chose. The law does not require a company "to recognize or to deal with or confer with labor unions. It does not require employees to deal with their employers through their fellow employees." (*Penn. R. Co. v. Labor Board*, 261 U. S. 72, 43 Sup. Ct. 278; see MONTHLY LABOR REVIEW, April, 1923, pp. 143-146.)

Among the powers of the Labor Board is one of deciding disputes between a railroad company and its employees; but this does not carry with it a power of enforcement, nor does it confer upon the courts any power to intervene to enforce such decision. "Though liable to such punishment as public opinion may inflict, the employer (and likewise, in a reverse situation, the employees) may, for any reason or no reason at all, decline further to engage in the dispute."

The act contains in itself no provision by which the board can enforce its rules, nor does it provide either of the parties with means to coerce an unwilling opposing party. It follows that no charge of conspiracy could be sustained. Nothing that the company was doing was unlawful under the act, either in purpose or in means employed. Therefore, the decision appealed from, dismissing the appeals for injunctions, must be affirmed. (*Pennsylvania System Board of Adjustment of Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees v. Pennsylvania Co., et al.*, 1 Fed. (2d) 171.)

Liability of Employer for Acts of Industrial Police

THE quite common practice, authorized by special statute in a number of States, of persons or corporations holding considerable amounts of property procuring the appointment of persons as special guards or industrial police, results in a somewhat anomalous condition. The proprietor in interest designates the person whose appointment is desired, secures his appointment as deputy sheriff, constable, or other peace officer, and pays his compensation, but he is to exercise certain functions of public officials. The appointee may or may not be an actual industrial employee. The laws, of course, vary, and the practice is even more widespread than the legal provision. Thus no law exists in the State of Mississippi providing for such arrangement, but the supreme court of that State recently had before it a case (*Walters v. Stonewall Cotton Mills*, 101 So. 495) in which the liability of the proprietor for the conduct of the appointee was considered.

The Stonewall Cotton Mills was a corporation operating a factory in a village in which there was little except the mill and the activities connected therewith. In fact, the corporation owned at least the larger part of the village, including the streets and alleys, a moving-picture show, and the village jail. The village was unincorporated and dependent on county officers for the maintenance of order. Under these circumstances the general manager of the company requested one Nicholson to accept appointment as deputy sheriff, promising to pay the necessary premium for his surety bond, and also a salary of \$75 per month to supplement any fees that he might make as deputy sheriff. In the course of his activities Nicholson was found to have inflicted personal injuries on one Walters, for which action was brought against the company as the person responsible therefor. Liability was denied in the court below, but the supreme court reversed the judgment and remanded the case for a new trial.

It was recognized that the authorities differ as to the liability of persons and corporations for the wrongful acts of police officers who have been commissioned by public officials at their instance. Some courts hold that despite the manner of appointment and pay the officer acts for the State and not for the employer, so that no recovery can be had.

However, the weight and better reasoned modern opinion is that, where persons, natural, or artificial, with the consent of the State, employ police officers of the State to represent them in protecting and preserving their property and maintaining order on their premises, and such officers are engaged in the furtherance of their duties, acting within the general scope of their powers, they become and are servants of and employees of such private persons and corporations and, for any negligent or wanton acts committed by them in the line of their duties to the injury of others, their masters or employers are liable.

Liability does not depend on the express or implied authorization for the particular act.

If the servant at the time of the wrongful act was engaged for the master in the general scope of his employment, though acting contrary to the express instructions of the master, still the latter is liable. Or, putting the same principle another way, if the servant, when he committed the wrongful act, was acting in furtherance of the master's business for which he was employed, the master is liable, although the servant in the doing of the act has, contrary to the instruction of the master, stepped beyond his authority.

Within the doctrines herein stated, the court ruled that it was necessary for the jury to consider the question of the scope of the employment, as well as the nature of the relationship existing between Nicholson and the alleged employer.

The case was therefore, as stated above, reversed and remanded for a new trial.

Union Rules Discriminating Against Outside Contractors

A BRIEF article under the above heading appeared in the MONTHLY LABOR REVIEW for July, 1924 (pages 215, 216), giving an account of a decision by the Supreme Court of the District of Columbia declaring invalid a rule of the Brotherhood of Painters, Decorators, and Paper Hangers of America which required contractors engaging in work in any locality other than their home city to pay the wage of the place of the work or of the employer's home city, whichever is higher. The parties in that case were a

New York contractor and a local of the union in the city of Washington, D. C. The court declared the rule an unlawful restraint of interstate commerce, creating monopolies of local contracts, and violating the antitrust laws, as well as being unjust, oppressive and discriminatory, and contrary to public policy.

A similar case arose in the Court of Chancery of the State of New Jersey, the same brotherhood, through its local in the city of Newark, being defendant in a case involving the performance of work in that city by a New York contractor. (*New Jersey Painting Co. v. Local No. 26, Brotherhood of Painters, etc.*, 122 Atl. 622.) That court took the same view as that taken by the court of the District of Columbia.

On appeal, however, the Court of Errors and Appeals of New Jersey reversed the decision of the court of chancery and sustained the rule as one which an organization of workingmen might adopt and enforce if in their judgment it would effect an economic advantage. (126 Atl. 399.) At the time of the origin of the case (1922), the union scale of wages in Newark, and in Atlantic City where the contractor also had work, was \$8 for an 8-hour day, 5½ days per week, while the New York rate was \$9 for an 8-hour day, 5 days per week. The work had progressed satisfactorily to employer and employees until the latter were ordered out by the business agent in accordance with the rule adopted in January, 1922, at a convention of the International Brotherhood held at Dallas, Tex. The rule also provided that at least 50 per cent of the employees should be from the locality in which the work was being done.

A New Jersey statute of 1883 declares that it shall not be unlawful for two or more persons to unite or agree to persuade and advise by peaceful means "any person or persons to enter into any combination for or against leaving or entering into the employment of any person, persons or corporation." This statute was referred to in the opinion of the court of errors and appeals, with a comment on an early dictum in a case, *Jonas Glass Co. v. Glass Bottle Blowers' Association*, (77 N. J. Eq. 219, 79 Atl. 262). It was there said that the statute merely had the effect of rendering the combination no longer indictable. In the instant case the court announced that statement "unnecessary to the decision of that case. * * * The statute is much broader in its scope than the above statement or dictum would seem to indicate."

Reference was then made to a number of other cases in which this statute was considered, and the trend of recent decisions generally was said to be to the effect that an act lawful, if done by one, is not necessarily rendered unlawful by the mere fact of concerted action. Not merely concert, but an unlawful object or means, or acts done for the malicious purpose of injury to another, must appear. In the instant case there was no direct intent to affect the complainant company solely; there was no arbitrary discrimination between one person or corporation and another, but the rule applies to all employing painters throughout the United States who undertake to do work outside of their home districts.

Authorities were then cited in support of the position that "the union may arbitrarily fix a uniform scale of wages applicable to all its members and strike to enforce its demands," and the strike will not be interfered with if lawfully carried on.

The complainant apparently conceded this position, but insisted that there was in effect a sliding scale of wages ostensibly adapted to the varying economic local conditions, which in operation actually discriminated against some employers, as a class, in the matter of wages to be paid. This was said to be an unsound basis of attack, since it was aimed, not at the combination of workmen but at the effect of such combination upon the employers. Under the law, workers may sell their labor to whom they please under such conditions as they may agree upon, individually or in combination. Rules formulated by them may be enforced by such action as lies within the law, and "courts ought not and can not legally enjoin them from such concerted action simply because such action may affect some employers."

The conclusion was reached, therefore, that the injunction should not be granted, and the decree of the court below was reversed with the statement that the bill of complaint should be dismissed.

There was a dissent by three justices and two judges sitting, one of the latter preparing a brief opinion. Accepting the effect of the statute of 1883 as to legalizing combined action, this judge found still an unlawful discrimination in the rule, "because it is not founded upon any subject properly germane to the wage scale." The rule fixed a wage of \$8 for Newark and \$9 for New York, whereas the rule as to outside contractors had the effect of destroying the standard wage for Newark because the contractor happened to live in a city having a higher scale. "The place of residence of the contractor is not in any way germane to the wage scale he should be required to pay." This being the case, a discrimination based on place of residence alone was said to be in principle a boycott and unlawful. The Federal Constitution forbids discrimination by one State against the citizens of another, "and it seems to me a curious condition, which, while denying to the sovereign States themselves this privilege of invalidating the equal rights of the citizens, should accord such right of invasion to the star chamber ex-parte committee which met in Dallas, Tex., in the year 1922 and promulgated the rule here in question for the government (under penalty of strike) of all citizens of all the States."

Absent Voters' Law of Arkansas Held Constitutional

AS IN several States, there is in Arkansas a statute (secs. 3810 et seq., Dig. 1921) providing for voting by persons absent from their county of residence on election day. The law establishes the method of securing ballots and providing for their transmission and counting. It provides that "a qualified elector of the State of Arkansas who may, on the occurrence of any general or primary election, be unavoidably absent from the county in which he resides and is a qualified elector therein, because his duties, occupation, or business requires him to be elsewhere within the State on the day" of any such election may vote for the officers under consideration. The law is of general application, though employees of railroad companies, traveling salesmen, and college students are named.

At a primary election held August 12, 1924, a decision was reached between rival candidates by a majority of six votes. Laborers engaged in the harvesting of peaches in an adjoining county, about 4 miles from the line of the home county, voted in conformity with the absent voters' law. There were 40 such votes, most of them for the successful candidate, and his opponent challenged the constitutionality of the statute. The court found that the constitution does not specify the method of conducting an election, except that it shall be by ballot, with certain specifications as to records, etc. This statute permits voting by an absent voter "with the same effect as if it were cast in his home precinct." Nothing appears to discredit such a procedure. It was further contended that as these voters were not of the classes named in the statute, the added words "or other person" should be restricted to persons of the same class as those specifically mentioned. The court ruled that this would take away entirely the force of the words "or other persons," and refused the contention. Another objection that they were not within the meaning of the law on account of the shortness of the distance from the county line, so that it would not appear that they were "unavoidably absent," was likewise denied. The men were working at the harvesting of peaches, and their contract required them to be present and prosecute their work without interruption. The test of "unavoidability" is not a matter of exactness, and "its extent can not be accurately measured or defined."

The contentions of the plaintiff therefore entirely failed, and the judgment of the court below in favor of allowing the votes to be counted was affirmed (*Jones v. Smith*, 264 S. W. 950).

Rights of Nonresident Alien Beneficiaries under Workmen's Compensation Law of Pennsylvania

THE Pennsylvania statute providing for compensation for injuries to employees is elective. Among its provisions is one that declares that "alien widowers, parents, brothers, and sisters, not residents of the United States, shall not be entitled to any compensation." In other words, only a widow and children of a deceased workman are within the provisions of the law.

An Italian was employed by a mercantile company which had insured its compensation liabilities in the Travelers' Insurance Co. The employee, who was unmarried, was killed in the course of the employment. His parents, residents of Italy, submitted a claim for compensation, which the board denied on account of the provisions of the statute above quoted. The claimant then took the case to a court of common pleas, which held that the provision in question was invalid because of a requirement of the treaty between Italy and the United States securing to the citizens of each country the rights allowed to their own nationals in cases of injury or death "caused by negligence or fault."

Accepting the ruling of the court, the board made an award, from which the employer and its insurer appealed. The trial court, in accordance with its previous ruling, affirmed the award, and an appeal was then taken to the superior court. The judgment was here re-

versed, that court taking the position that the statute was not in conflict with the treaty, but that the law of Pennsylvania covering injuries or death "caused by negligence or fault" harmonized with the treaty as it now stands.

However, the law in the case in hand establishes a different basis. It does not take away the right to sue for injuries or death caused by negligence or unlawful violence, but authorizes the adoption of a system of compensation, without reference to fault or negligence on the part of the employer, by agreement between the employer and employee. Until they have made this agreement, the employee's right to sue is unchanged, and passes to his representatives in case of death, entirely in harmony with the treaty; but if the employee accepts the provisions of the compensation law he covenants in accordance with its terms, from which it results that his parents, aliens and nonresidents of the United States would not be entitled to compensation in case of his death. It was suggested that while the employee might waive his own right to sue in case of injuries, he could not waive the right of others to recover damages for death caused by negligence. The trial court adopted this position, but the superior court rejected the contention as not consonant with the terms of the act, which covered cases of death not due to negligence as well as of those due to negligence in so far as claimants within the terms of the act are concerned. In the view suggested, if the act is not thus uniformly applicable, the dependents "would in every case be remitted to the uncertainty of an action at law for damages," with the attendant evils which the compensation law undertook to remove.

It follows that the employee had, in electing the provisions of the compensation law, waived for both himself and his relatives any other remedy than that provided by the statute. "This contract he is authorized by the statute to make." The statutory right to recover damages for negligence resulting in the death of the son no longer existed to the parents, though in the absence of such election they might have brought action in the case of death due to negligence or fault; but a claim for compensation is, for such claimants, expressly barred by the statute which formed a part of the contract between the employer and his employee.

This case was subsequently carried to the Supreme Court of Pennsylvania, where the opinion of the superior court was affirmed without qualification. (*Liberato v. Royer*, 126 Atl. 257.)

COOPERATION

Management of Cooperative Stores

THE report of the committee on store management, made to the Fourth Congress of the Cooperative League,¹ contained a brief presentation of a few of the principles underlying the organization of cooperative stores. The committee found that failures of cooperative stores are, roughly, due to one or more of five causes: (1) Competition of private stores; (2) lack of loyalty among the members; (3) poor management; (4) an inefficient board of directors; or (5) lack of proper bookkeeping and accounting.

Competition.—The committee states flatly that the competition of the private store should not be a problem to any genuine cooperative store. "Where the private store is seriously interfering with the cooperative store and the officers and manager are badly complaining of their difficulties, we may be perfectly sure that the cooperative principles are not being followed." The cutthroat competition of the chain store is one of prices only. The task of the cooperative store is to emphasize the quality of merchandise and service; in these two respects the cooperative store can set a pace the chain stores can not follow.

Loyalty of members.—Loyalty, the committee feels, is largely a matter of leadership and initiative. The cooperative group should make a careful survey of its community to find out the kind of competition it must face and the kind of people it must deal with.

When the society gives no savings returns to nonmembers, it fails entirely to recognize their contribution to the cooperative work. On the other hand, when it gives full savings returns in cash to nonmembers it gives them something they do not fully appreciate. The society which gives credit for savings returns to nonmembers only to be applied toward the purchase of stock is at the same time rewarding loyalty and making members.

To have a loyal membership you must give them a cooperative organization worthy of their loyalty. To expect our members to be enthusiastic about a store which looks like a pigpen and a staff of employees who dress like raggickers is to expect the impossible. If we are running a store which is genuinely cooperative in form, spirit, and practice, the public will be loyal to it whether we want it or not. Without a cooperative structure and cooperative service, the society is bankrupt before it opens its doors and would do better to keep out of business. Every group contemplating organizing a store society should survey its membership and find out whether it has any genuine social imagination and executive ability.

Management.—The committee warns against the election of the blustering, noisy member as manager as "the surest way to kill a cooperative business"; also against the manager who can not delegate responsibility to his employees, but goes on performing all the routine details of the business to the neglect of the big things; and the manager who tries short cuts to success, branching out before the initial venture is really in successful operation.

¹ For an account of this congress see MONTHLY LABOR REVIEW for December, 1924, pp. 150 to 157.

It advocates the concentration of purchasing with one or two reliable wholesale firms.

Directors.—Some of the duties of the efficient board of directors, as the committee sees them, are the close supervision of the business; the relations with the employees, and the relation of their society to the national movement. Many boards of directors fail in these duties.

It is not the job of the directors to manage the business of the store nor in any way to interfere with the legitimate activities of the manager; their work is that of supervision. Most important of all their functions as supervisors is that of watching the bookkeeping methods and of checking over carefully all financial statements. Scarcely 1 per cent of the boards of directors in American cooperative societies can tell you what percentage of the gross income of their stores go to wages, delivery expenses, rent, merchandise, purchases, etc. Fewer yet can tell how many times the stock has been turned over in the course of a year. Your committee insists that the board of directors which does not check very often the expense percentages and the stock turn and devise means of keeping the percentages to the proper low level and the stock turnover up where it should be, ought to be turned out of office by the membership.

In very many cooperative organizations the employees are entirely neglected as factors in the association. There is no more powerful force for building up or tearing down a business than the employees. It is a duty of the directors to see that the employees are educated in cooperative principles, consulted as to store policies, and recognized as the responsible parts of the association which they really are.

In this country there are still hundreds of cooperative societies, many of them very large and powerful, which maintain a policy of complete isolation so far as the cooperative movement itself is concerned. Strong organizations within the territory covered by a successful wholesale refuse to work with that wholesale; others will have nothing to do with the district league within their own territory; hundreds have not yet been willing to recognize the existence of a national cooperative educational league. The directors of these organizations are entirely responsible for the failure of their societies to join the national movement.

As an incentive to the directors in attending board meetings the committee suggests that societies try paying the directors a nominal amount for each one attended. Also it feels that better-qualified persons might be selected for membership on the board if the European custom were followed of having special nominating committees to study the available material more carefully, so that men and women could be chosen for this important office for their fitness rather than for their popularity.

Bookkeeping and accounting.—The report points out that "the only way of determining the business success of any organization is to find the difference between the gross profit and the expenses. This means bookkeeping." The committee advocates the installation of some system of perpetual inventory with a control committee in charge.

As for the problems of auditing and accounting, it is pointed out that these can more easily be solved by cooperative effort among many societies than by one society, and attention is drawn to the accounting services of three central cooperative organizations.²

² An account of existing services was given in the December, 1924, issue of the MONTHLY LABOR REVIEW, p. 155.

Farmers' Cooperative Associations in the United States

THE United States Department of Agriculture has recently issued preliminary reports on cooperative cheese factories and cooperative livestock marketing associations, respectively, in the United States in 1924.

Cheese Factories

THE report on cooperative cheese factories¹ states that this form of cooperation is probably the earliest to develop among American farmers. There are records of one such factory in Wisconsin as early as 1841. One factory still in existence was formed about 1863; its sales in 1923 amounted to approximately \$29,000. The average age of the associations reporting was 11.1 years.

Of the 413 associations now in operation, 92.5 per cent are located in the five States of Wisconsin, New York, Oregon, Minnesota, and Michigan; the remaining 7.5 per cent are in 13 other States.

It is estimated that the 413 associations had in 1924 a combined membership in excess of 16,400. The average membership of the 396 associations reporting on this point is 40.

Many of the associations included in the study handled other dairy products besides cheese, but in most cases the manufacture and sale of cheese was the main business, and the greater part of the estimated income came from this source.

The table below shows the number, membership, and 1923 sales of the 413 associations:

NUMBER, MEMBERSHIP, AND BUSINESS OF COOPERATIVE CHEESE FACTORIES,
BY STATES

State	Number of associations	Estimated membership	Amount of business, 1923
Michigan.....	10	700	\$360,000
Minnesota.....	21	735	756,000
New York.....	33	1,221	825,000
Oregon.....	33	825	2,376,000
Wisconsin.....	285	10,260	11,685,000
Others.....	31	2,719	696,000
Total, United States.....	413	16,460	16,698,000

Of the associations, 60.1 per cent are composed of producers only, 46.2 per cent pay dividends on capital stock, 52 per cent pay dividends on patronage, 87.3 per cent handle the products of nonmembers also, 91.6 per cent of the business being secured from this source, and only 4.6 per cent have contracts with their members binding the latter to deliver their cream to the association.

Livestock Marketing Associations

THE report on livestock marketing associations² presents data from 1,547 organizations of this type. These associations are, the report states, "undoubtedly the simplest of the various cooperative enterprises created by the farmer to assist him in his marketing ac-

¹ United States. Department of Agriculture. Bureau of Agricultural Economics. Cooperative cheese factories in the United States, 1924, by R. H. Elsworth. Washington, 1924. 16 pp. (Mimeographed.)

² United States. Department of Agriculture. Bureau of Agricultural Economics. Live-stock marketing associations in the United States, 1924, by R. H. Elsworth. Washington, 1924. 18 pp. (Mimeographed.)

tivities. Almost no capital is required to launch such an association; only enough members are needed to insure car-lot shipments; a formal organization, while highly desirable, is not essential; and the duties of secretary and manager can in many instances be performed by farmers in addition to their farming operations."

While the data at hand throw little, if any, light upon the matter, it is the opinion of the writer that the small informal associations are gradually giving way to larger enterprises which may be viewed as stable business institutions. This seems to be particularly true in several States where the plan of county-wide organizations is being encouraged. Summing up the facts at hand, it would appear as if the present tendency as regards the marketing of livestock is toward the well-organized association with a large enough membership and operating over a big enough area to provide a volume of business sufficient to insure the economies which come with large-scale operation. Furthermore, it is believed, although data have not been collected upon the point, that more experienced and better-trained managers are being demanded for the associations and that the number of farmer managers will steadily decrease. This is in line with what seems to be the tendency throughout the entire agricultural cooperative movement—namely, larger units, business-trained managers, and a striving for such economies as may be obtained from a large volume of business.

Although local shipping associations have existed since 1883, it is only within the past 20 years that their number has become significantly large. The average length of existence of the societies reporting on this point is a little over five years, and the largest number started in any one year were formed in 1921.

Of the associations, 94.7 per cent are in the 12 North Central States. Membership reported by 898 associations totaled 171,450, or an average of 191 per association. "If the 898 associations are representative of all the organizations, then the total membership is approximately 295,000."

On the basis of the business reports of 771 associations the report estimates the total 1923 business of the 1,547 associations at \$162,896,000 and of all active associations at approximately \$250,000,000.

The following table shows, by States, the number, membership, and 1923 sales of cooperative livestock associations:

NUMBER, MEMBERSHIP, AND 1923 SALES OF COOPERATIVE LIVESTOCK ASSOCIATIONS

State	Number of associations	Estimated membership	Estimated business, 1923	State	Number of associations	Estimated membership	Estimated business, 1923
Illinois.....	145	29,870	\$15,994,000	North Dakota.....	62	5,580	\$2,094,000
Indiana.....	92	25,852	11,884,000	Ohio.....	66	29,304	15,273,000
Iowa.....	334	46,092	42,295,000	South Dakota.....	88	17,424	5,656,000
Kansas.....	24	7,608	2,228,000	Wisconsin.....	139	28,217	11,159,000
Michigan.....	82	17,466	8,402,000	Others.....	82	12,252	8,336,000
Minnesota.....	302	51,038	28,406,000				
Missouri.....	102	18,870	7,575,000	Total.....	1,547	294,271	162,896,000
Nebraska.....	29	4,698	3,594,000				

Of the associations reporting on the various points, 89.6 per cent are composed of producers only, 10.1 per cent pay dividends on capital stock, 53 per cent pay dividends on patronage, 67.9 per cent handle the products of nonmembers, constituting 64.2 per cent of the total business done, and only 7.9 per cent operate on the basis of contracts with members.

In addition to the 1,547 local associations there are 26 terminal-market sales agencies, 25 of which operate on a commission basis,

and 1 at Lexington, Ky., which owns and operates its own terminal stockyards and conducts an auction to which shipping associations or individual producers may consign livestock.

During 1923 the 25 sales agencies handled nearly 10,000,000 animals, which sold for \$192,564,000.

Loans Under Federal Act

THE December 1, 1924, issue of *Agricultural Cooperation*, published by the United States Bureau of Agricultural Economics, states that hundreds of millions of dollars are being loaned to cooperative marketing societies in the United States solely on the basis of warehouse receipts issued by warehousemen licensed under the Federal warehouse act.

Public warehousemen who can establish to the satisfaction of the United States Department of Agriculture that they are entirely trustworthy, thoroughly competent, and financially responsible may be licensed to store certain agricultural products. The eligible commodities are cotton, wool, tobacco, grain, farmers' stock, peanuts, late potatoes, dry beans, and dried fruit.

The receipt which a licensed warehouseman may issue is a definite contract between the depositor and the warehouseman showing, among other things, the exact quantity of the product intrusted to the warehouseman, its grade, variety, and condition. Any encumbrances against the goods stored must be clearly shown. In short, the receipt contains the information essential to a banker to make a fair loan.

Federally licensed warehousemen are subject not only to examination prior to licensing but are under constant supervision thereafter. A plan similar to that used by the United States Treasury Department in the supervision of national banks is in operation. During each examination the financial condition of the warehouseman is determined, for he must at all times maintain a definite amount of net assets. He must keep constantly on hand a sufficient quantity of the agricultural products he is licensed to store to cover all outstanding warehouse receipts. The penalty for misappropriation of any depositor's products is severe.

So favorably does the banking fraternity view the receipt issued by this class of warehousemen that many banks accept the receipts as collateral without question. The intermediate credit banks, the Federal reserve banks, and hundreds of the leading commercial bankers have expressed a preference for them. Cooperative associations find it to their advantage to store their products with warehousemen who qualify under this law. It not only gives them a preferred warehouse receipt, but it gives them a wider field of credit and frequently better interest rates.

Cooperation in Foreign Countries

Canada

THE November, 1924, issue of the *Canadian Co-operator* (Brantford, Ont.) contains statistics of operation for 1923 of seven consumers' societies and one marketing association (the United Grain Growers (Ltd.)), affiliated with the Cooperative Union of Canada. The consumers' societies have been in operation for from 2½ to 20 years and their membership ranges from 120 to 2,515. Following are some of the 1923 data given:

	Consumers' societies	Marketing association
Number of members	4,646	35,880
Share capital	\$221,004	\$2,821,305
Loan capital	160,651	
Reserve fund	97,591	1,200,835
Sales	2,249,380	
Net profits	172,972	532,172
Amount returned in patronage dividend	140,991	

The August, 1924, issue of the same publication contained statistics, quoted from a report issued by the British Columbia Department of Agriculture, showing the number of cooperative societies of various types in existence in that Province at the close of 1923 to be as follows:

	Number
Consumers' societies.....	84
Marketing associations.....	59
Cow-testing, etc., societies.....	30
Creameries.....	12
Total.....	185

Czechoslovakia

THE Czechoslovakian Statistical Office has just issued a report^a on the development of cooperative societies other than credit in that country in the years 1922 and 1923. The following table compiled from the report shows the number of societies of each type on December 31 of each of the two years:

NUMBER OF COOPERATIVE SOCIETIES OF EACH TYPE IN CZECHOSLOVAKIA, DECEMBER 31, 1922 AND 1923

Type of society	Bohemia		Moravia		Silesia		Total	
	1922	1923	1922	1923	1922	1923	1922	1923
Agricultural societies:								
Purchase and sale.....	220	212	123	117	10	9	353	338
Dairies.....	68	80	179	200	12	13	259	293
Distilleries.....	54	64	41	42	15	16	110	122
Flour mills and bakeries.....	45	44	12	12	1	1	58	57
Fruit and vegetable canneries.....	16	16	12	12			28	28
Chicory works.....	34	34					34	34
Starch works.....	11	13	3	3	2	2	16	18
Marketing societies—								
Flax.....	21	21	14	13	1	1	36	35
Livestock.....	34	33	69	65	7	5	110	103
Hand cultivation or leasing.....	315	275	72	64	7	7	394	346
Societies for joint use of machinery, electricity, etc.....	474	542	211	213	34	43	719	798
Other.....	21	23	13	14	2	2	36	39
Total.....	1,313	1,357	749	757	91	197	2,153	2,211
Industrial and commercial societies:¹								
Supply societies.....	236	211	95	74	19	15	350	300
Productive societies.....	397	387	196	193	12	14	605	594
Other.....	457	449	142	153	21	23	620	625
Total.....	1,090	1,047	433	420	52	52	1,575	1,519
Consumers' societies:								
Consumers' societies proper.....	780	699	450	412	80	69	1,310	1,180
Housing societies.....	872	888	290	301	74	69	1,226	1,258
Other.....	13	12	5	5	1	1	19	18
Total.....	1,665	1,599	745	718	155	139	2,565	2,456
Public utility societies.....	44	46	7	7		2	51	55
Grand total.....	4,112	4,049	1,934	1,902	298	290	6,344	6,241

^aNot the exact sum of the items, but is as given in the report.

¹Includes workers' productive and other societies.

Czechoslovakia. Office de Statistique. Report No. 43: Développement des coopératives, autres que crédit, en Bohême, Moravie et Silésie au cours des années de 1922 et 1923. Prague, 1924. 8 pp.

Germany

THE *Gewerkschafts-Zeitung* (Berlin), the official organ of the General Federation of German Trade Unions, announces in its issue of October 11, 1924, the opening on October 1, 1924, of the first German labor bank, which under the name Joint Stock Bank for Workers, Private Salaried Employees, and Civil Servants (*Bank der Arbeiter, Angestellten und Beamten A. G.*), has taken over the business of the former German Capital Development Co. (*Deutsche Kapitalverwertungsgesellschaft*).

The board of directors of the new bank includes the president of the General Federation of German Trade Unions (as chairman), the president of the Federation of Unions of Salaried Employees (*Afa-Bund*), a representative from the Miners' Union, and Dr. Rudolf Hilferding, ex-minister of finance.

The shareholders of the new bank are all the trade-union federations affiliated with the General Federation of German Trade Unions and the majority of those affiliated with the *Afa-Bund* and with the General Federation of Civil Service Employees.

The shares are made out in the name of the owner and are transferable only with the consent of the board of directors. The paid-up share capital is 750,000 gold marks.¹

In spite of the unfavorable economic conditions prevailing in 1923, the German Capital Development Co., the bank's predecessor, had not only preserved its paid-up gold capital but had also made a gratifying profit, and the progress which it made in 1924 was such that the prospects for the development of the new labor bank may be considered to be very favorable.

Great Britain

Consumers' Societies

THE following table, taken from a statistical summary from the 1923 annual report of the British Registry of Friendly Societies, shows the statistics of operation for that year of consumers' cooperative societies registered under the industrial and provident societies acts:

OPERATIONS OF REGISTERED COOPERATIVE CONSUMERS' SOCIETIES IN GREAT BRITAIN IN 1923

[£ at par = \$4.8665; exchange rate varies]

Type of society	Number of societies	Number of members	Share capital	Amount of business	Surplus on year's business	Amount returned in dividends on purchases
General supply societies.....	1, 206	4, 490, 233	£75,295,073	£164,909,351	£16,210,920	£11,410,900
Coal supply societies.....	41	22, 636	74, 887	293, 901	12, 200	11, 200
Refreshment societies.....	44	11, 160	267, 043	567, 460	29, 195	1, 200
Miscellaneous societies.....	33	7, 618	206, 644	538, 541	3, 791	1, 200
Total: 1923.....	1, 414	4, 531, 647	75, 843, 647	166, 309, 253	16, 248, 524	11, 423, 300
1922.....	1, 428	4, 471, 590	73, 514, 877	171, 082, 290	14, 283, 384	10, 930, 322

¹ Gold mark at par = 23.8 cents; exchange rate varies.

² Loss.

In the same year societies of all types affiliated with the Co-operative Union numbered 1,441, according to an account published in the October, 1924, issue of the International Co-operative Bulletin (pp. 313, 314). The 1923 operations of the 1,431 societies for which detailed statistics are given were as follows:

ACTIVITIES OF MEMBERS OF THE CO-OPERATIVE UNION IN 1923, BY TYPE OF SOCIETY

[£ at par=\$4.8665; exchange rate varies]

Type of society	Number of societies	Number of members	Share and loan capital	Sales	Net surplus	Number of employees
Consumers' retail societies.....	1,314	4,569,256	£87,923,097	£165,490,038	£12,628,213	-----
Consumers' federations.....	9	75	146,891	186,128	11,944	-----
Productive societies ¹	105	37,868	3,016,044	5,104,600	324,625	10,828
Wholesale societies:						
English.....	1	(²)	28,478,593	66,205,566	(³)	33,373
Scottish.....	1	(³)	6,622,300	17,261,828	(³)	9,428
Irish.....	1	(³)	-----	353,350	(³)	92

¹ Share capital only.

² Includes both consumers' productive societies and workers' productive societies.

³ Not reported.

Industrial Societies

In the October, 1924, issue of the Ministry of Labor Gazette (pp. 354, 355), are given statistics compiled by the chief registrar of friendly societies. Reports were made by 1,529 "industrial" societies in Great Britain in 1923 with an aggregate membership of 4,558,000 persons, sales for the year of £253,212,000,¹ a net surplus saving (before deduction of interest on share capital) of £17,546,000, and a working capital of £134,082,000. As compared with the previous year, membership increased by 59,000 (1.3 per cent) and capital by £7,175,000 (5.7 per cent); sales, however, decreased £4,100,000 (1.6 per cent), due solely to decreases in the business of retail societies, for the wholesale and productive societies had an increased volume of business. In the case of the retail societies, in many instances a greater volume of goods was handled than during the previous year, falling prices being responsible for the decrease in the money value of the sales.

The value of goods produced in 1923 was as follows:

Associations of consumers:	
Productive departments of consumers' societies—	Value of products
Retail societies.....	£27,982,498
Wholesale societies.....	28,264,425
Productive societies—	
Milling societies.....	209,809
Baking and other societies.....	2,018,162
Workers' productive societies.....	2,844,026
Total.....	61,318,920

Since 1913 the value of goods produced has more than trebled, due principally to expansion in the productive departments of the wholesale societies.

¹ Including farm and dairy produce, valued at £1,524,000, and wholesale as well as retail sales.

The following table shows the number of employees, amount paid in wages, and value of the goods produced by each type of society in 1923:

NUMBER OF EMPLOYEES, AMOUNT PAID IN WAGES, AND VALUE OF GOODS PRODUCED BY CONSUMERS' AND WORKERS' PRODUCTIVE SOCIETIES IN 1923, BY INDUSTRY GROUPS

[£ at par=\$4.8665; exchange rate varies]

Industry group	Associations of consumers			Associations of workers		
	Number of employees	Amount paid in wages	Value of productions	Number of employees	Amount paid in wages	Value of goods produced
Food and tobacco.....	26,435	£3,770,716	£43,610,174	189	£19,559	£129,015
Clothing.....	20,100	2,113,890	5,497,774	4,599	464,040	1,596,930
Soap, candles, and starch.....	1,847	244,986	2,345,906			
Textiles.....	3,441	333,412	1,565,658	773	87,287	470,134
Mining and quarrying.....	507	56,917	100,821	197	16,789	23,373
Building and woodworking.....	8,138	1,149,419	2,676,944	736	105,353	204,895
Printing.....	2,737	362,048	1,089,368	965	148,818	300,063
Metal, engineering, and shipbuilding.....	1,721	233,503	683,406	367	40,256	77,629
Other industries.....	1,369	161,723	904,753	208	21,403	41,987
Total, 1923.....	66,295	8,426,614	58,474,894	8,034	903,505	2,844,026
1922.....	63,557	8,776,666	59,937,812	7,536	853,137	2,671,345

Data similar to the above were given for the years 1913 to 1922 in the February, 1924, issue of the MONTHLY LABOR REVIEW, pages 219 and 220.

Agricultural and Fishery Societies

The November, 1924, issue of the Ministry of Labor Gazette contains (pp. 394, 395) information as to agricultural and fishery societies in Great Britain in 1923, taken from reports made to the registrar of friendly societies. The following table shows the number, membership, amount of business, and profit or loss of each type of society in 1922 and 1923:

STATISTICS OF OPERATION OF AGRICULTURAL AND FISHERY SOCIETIES IN 1922 AND 1923

[£ at par=\$4.8665; exchange rate varies]

Type of society	Number of societies		Membership		Amount of business		Profit (+) or loss (-) during year	
	1922	1923	1922	1923	1922	1923	1922	1923
Agricultural and fishery supply societies ¹	636	596	113,823	107,210	£8,813,355	£8,366,949	-£7,519	-£27,633
Marketing societies.....	248	230	38,395	38,060	4,199,533	3,343,536	+11,812	-2,694
Service societies ²	981	974	176,911	178,036			+10,185	+9,438

¹ Includes farmers', allotment workers', agricultural wholesale, and fishermen's trading societies.

² Includes service (threshing, etc.), small holdings and allotments, credit, cattle insurance, and agricultural promotion societies.

Italy¹

THE Italian Federation of Cooperative Agricultural Supply Societies, with headquarters at Piacenza, was founded in 1892 and now has member societies throughout Italy. Its chief function is, as its name implies, that of furnishing its members with agricultural implements and supplies; it also has set up a number of experimental stations and seed-testing offices and has a legal-aid department for the use of its members. The federation maintains strict neutrality in political matters.

At the end of 1923 the societies affiliated with the federation had a combined membership of about 500,000, and sales for the year of approximately 975,000,000 lire.²

The following table shows the growth of the federation, by 10-year periods, since 1893:

DEVELOPMENT OF ITALIAN AGRICULTURAL FEDERATION, 1893 TO 1923

[Lira at par=19.3 cents; exchange rate varies]

Year	Number of affiliated societies			Share capital and reserves of federation	Sales of federation
	Purchase societies	Nontrading societies	Total		
1893	33	32	65	Lire 12,985	Lire 711,147
1903	288	76	364	111,196	5,374,632
1913	608	105	713	251,860	21,444,179
1923	833	121	954	2,411,675	268,406,103

The report of the National Cooperative Credit Institute quotes (p. 70) the following figures supplied by the Italian Minister of Labor, showing the number of cooperative societies of each type on March 31, 1921:

	Number
Consumers' societies	6,481
Production and labor societies	7,643
Credit societies	1,534
Insurance	133
Miscellaneous (including agricultural societies)	3,719
Total	19,510

Lithuania

THE October, 1924, issue of the International Cooperative Bulletin (London) gives an account of the cooperative movement in Lithuania. Consumers' societies form the largest group of cooperative organizations in that country. On January 1, 1924, 256 of these were affiliated with the Lithuanian Union of Cooperative Societies. It is stated that the union supplies goods to all the consumers' societies in the country even though they are not in membership with it. The

¹International Cooperative Bulletin, London, November, 1924, pp. 333, 334; and Istituto Nazionale di Credito per la Cooperazione, nel primo decennio della sua attivita, 1914-1923, Rome, 1924.

²Lira at par=19.3 cents; exchange rate varies.

development of the union and its affiliated societies from 1919 to 1923 is shown in the following table:

DEVELOPMENT OF LITHUANIAN COOPERATIVE UNION AND AFFILIATED SOCIETIES, 1919 TO 1923

(Litas at par=10 cents; exchange rate varies)

Year	Affiliated societies						Central union			
	Num-ber	Mem-ber-ship	Share capital	Reserve fund	Other funds	Amount of sales	Share capital	Re-serve fund	Other funds	Amount of sales
1919.....	67	14,834	<i>Litas</i> 181,560	<i>Litas</i> 2,873	<i>Litas</i> 2,175	<i>Litas</i> 2,847,948	<i>Litas</i> 55,890	<i>Litas</i> 832	<i>Litas</i> 2,770	<i>Litas</i> 2,321,571
1920.....	140	29,512	344,348	112,612	101,545	5,938,452	103,304	75,992	94,265	5,223,317
1921.....	186	41,577	458,379	247,307	262,026	8,515,699	144,233	94,284	106,534	4,696,535
1922.....	231	55,033	585,872	221,208	204,902	8,316,224	205,857	170,195	210,344	6,718,422
1923.....	255	59,358	779,399	466,052	325,326	13,323,476	318,881	190,487	255,326	9,318,712

The membership of 408 consumers' societies numbered 97,104, their share capital amounted to 1,247,256 litas, their reserve to 745,824 litas, and their sales to 21,317,592 litas.

The agricultural cooperative movement, although of great importance since Lithuania is an almost exclusively agricultural country, numbers fewer societies than the consumers' movement. At the end of 1923 the Union of Agricultural Societies had in affiliation 26 associations with an annual business of 3,625,259 litas. There are also two other unions, one devoted to the improvement of agriculture, though also dealing in various farm supplies, and the other being more especially concerned with the export of agricultural products. This latter has 131 members, mainly agricultural societies.

Altogether there are 140,293 persons who are members of cooperative societies of one type or another. Assuming that each member represents a family of four persons, the cooperative movement, then, reaches a total of 561,172 or 25.8 per cent of the population of the country (not including that section occupied by the Poles).

Russia

AN ARTICLE in the September, 1924, issue of the International Labor Review (pp. 411-434) traces the situation of the cooperative movement in Russia from the beginning of the Soviet régime to the present time, showing the effect of the policies of the Government upon the movement. According to this account the history of Russian cooperation may be divided into three periods: End of 1917 to beginning of 1919, during which the cooperative system continued to function independently, although hampered by the general policy of the Government; beginning of 1919 to beginning of 1921, when the movement became entirely a State institution; and from 1921 on, during which its autonomy was gradually restored.

During 1918 the movement was not only left undisturbed in its operations, but was even privileged to some extent by the central authorities, though subject to occasional interference by the local authorities. During this time the shortage of supplies and the rise in the cost of living aided the expansion of the consumers' movement and its productive enterprises. From 1917 to 1921, 248 plants for

working up agricultural products were thus established, of which 141 were mills of various sorts, 5 were soap factories, 38 were creameries, 51 were fruit and vegetable preserving works, and 13 were tanneries.

Toward the end of 1918 their difficulties increased, as it became necessary to obtain special authorizations from different Government authorities before any step could be taken.

Credit cooperation declined to almost nothing. "There was nothing to be gained by borrowing, and accordingly no further deposits were made." And when the drop in the ruble came, those societies which had escaped ruin wound up their business and took to trade. All other banks being closed, the Moscow Narodny Bank, the central cooperative credit organization, became for a while the depository of even Soviet institutions, but it was nationalized at the end of 1918 and the flow of deposits slackened. By a decree of January 27, 1920, credit societies were made a part of the consumers' system and their services placed at the disposal of the State.

At the close of 1919, due to the prohibition of trade in agricultural produce on the open market, the agricultural cooperative organizations, although still in existence, were in a sorry plight. The only function of the Russian agricultural cooperative societies was that of working up agricultural produce—i. e., making butter, cheese, etc. By the decree of January 27, 1920, the central agricultural unions were made sections of the Centrosoyus and the local societies sections of the regional and provincial unions of consumers' societies. Finally all central organizations except the Centrosoyus were abolished, and by the spring of 1921 agricultural cooperation was practically nonexistent.

Small-scale industries and artels (associations of workers) were the only organizations which were able to make any progress; these increased from 600 or 700 at the time of the revolution to 1,721 at the beginning of 1920.

When in January, 1919, the open market was practically abolished, being replaced by State distribution by ration cards, the field of operation of the consumers' societies was thus wiped out. State distribution, however, did not prove entirely successful, and the authorities finally decided to intrust the whole work of distribution to the cooperative societies.

The first step toward the transformation of consumers' cooperation into an agent of State distribution was taken by the decree of April 12, 1918. By this decree consumers' societies and their unions were instructed to collect commodities on behalf of the State and to effect the distribution of articles of prime necessity. They were, moreover, compelled to serve not only their own members, but the entire population of the locality. Within the limits of each territorial division only two consumers' cooperatives were allowed to exist—i. e., one general cooperative and one workers' cooperative. Those organizations, which included the whole of the local population, enjoyed certain fiscal privileges. By the decree of November 21, 1918, for the nationalization of commerce, the consumers' cooperatives were instructed to collect and to distribute goods for individual consumption. In each provincial government the provincial offices of the commissariat of supply established a network of retail shops, sufficiently numerous to supply the needs of the population, including both Soviet and cooperative shops.

In order to obtain goods rationed by the commissariat of supply, each citizen had to register with a certain shop belonging to this network. The commissariat of supply nominated representatives to serve on the administrative boards of the Centrosoyus and of the regional and provincial cooperative unions. The local

offices of the commissariat were authorized to suspend or annul decisions taken by the Centrosoyus and regional unions respecting the distribution of commodities, if such decisions were found to be contrary to the program laid down or likely to be detrimental to it.

Accordingly, from 1918 onward, the consumers' cooperative movement carried out the instructions of the commissariat of supply. Even at that time, however, it continued its strictly cooperative work of supplying its members with such commodities as were available on the open market. The decree of March 20, 1919, abolished the last remnants of this form of activity. It also suppressed the Soviet sale shops and handed over the entire business of distributing produce of all kinds and commodities of prime necessity to cooperative societies reconstituted as a "community of consumers." The whole of the residents in any given locality were obliged to become members of the "community of consumers" for their district. Subscriptions were abolished, since, as these associations were the State distribution agents, they did not need capital of their own. They were grouped in provincial unions with the Centrosoyus at their head. After a few months, misunderstandings and discontent having arisen among the peasants, the "communities of consumers" were renamed "consumers' societies."

The consumers' cooperative movement had, in reality, been made a technical branch of the commissariat of supply for the distribution of commodities—that is to say, an economic agent of the Soviet authorities. The Soviet press chose to refer to it as the "new" cooperation; but it had, in fact, nothing in common with cooperation properly so called. This would-be cooperative organization at last took its natural place in the State financial system, and its expenses were included as an item in the budget.

The New Economic Policy

In the spring of 1921 the Soviet Government introduced a new economic policy under which trade and private enterprise were allowed to function. It thus became possible to reestablish the cooperative organizations, but, although the agricultural and industrial societies were released from the control of the consumers' societies, they were still dominated by the communists. By a decree of April 7, 1921, and subsequent decrees, the consumers' societies were in the main released from State control, though membership in them was still compulsory and the local authorities still retained their right to representation on the societies' boards of directors. Also, even after free commercial operation was permitted on private markets, the cooperative societies were still compelled to accept certain commodities in exchange for the goods they sold. They therefore recovered only slowly.

The reestablishment of cooperative credit societies has been very difficult because of the depreciation of the ruble. Although the Government adopted the stable "chervonetz" ruble, the peasants have continued to use the old currency "with which credit operations of any kind have been quite impossible." By the 1st of April, 1923, however, 900 credit societies had been reestablished, in addition to 836 in Ukraina.

Agricultural cooperation, however, though hampered in various ways, has made considerable progress, and on July 1, 1923, there were 13,625 agricultural societies with 1,073,602 members in addition to 3,743 societies in Ukraina with a membership of 245,287.

The following table shows the number and membership of cooperative societies of each type at the beginning of 1918 and 1923:

COOPERATIVE ORGANIZATIONS IN RUSSIA, 1918 AND 1923

Type of societies	1918		1923	
	Number of societies	Membership	Number of societies	Membership
Consumers' cooperatives.....	25,000	10,000,000	16,386	¹ 2,000,000
Credit cooperatives.....	16,500	10,500,000	1,055	242,766
Agricultural associations.....	5,000	800,000	13,625	1,073,602
Artels and craft associations.....	700	100,000	18,112	1,811,200
Total.....	47,200	21,400,000	49,178	5,127,568

¹The figures given by the author for the membership of consumers' cooperatives differ considerably from those published by the cooperative press, which estimates the total membership at 5,000,000 on Jan. 1, 1923, and nearly 7,000,000 on Apr. 1, 1924 (cf. Soyus Potrebiletei, No. 5, May, 1924). However, it may be pointed out that in the statistics of cooperative institutions no distinction is made between enrolled members and active members, although a distinction is made between societies registered and societies actually in existence. In these circumstances it is at the moment impossible to give exact figures. The estimated figures are quoted on the authority of the author.

The report concludes as follows:

The total number of cooperative societies has increased considerably during the last five difficult years. If, however, the modifications which have taken place in their constitution be closely examined, it will be found that credit cooperation has almost entirely ceased, that the number of consumers' societies has diminished by one-third and their membership by four-fifths. On the other hand, the number of agricultural associations is much higher, although their membership is lower—i. e., about 80 members per association—and their total turnover is very small. The only type of cooperation which has progressed is that of industrial production, which at present occupies a special position in the movement. The economic situation in Russia is such that, unless some radical change can be made shortly, the last remnants of the cooperative system, once so powerful, will fall into complete decay.

The cooperative movement used to be popular, it is stated, and "had a considerable number of devoted supporters, but at the present time economic and political conditions are extremely unfavorable to its further expansion."

Switzerland

THE Union of Swiss Konkordia Societies had in affiliation at the end of its fiscal year 1923, 88 retail societies whose business for the year exceeded 10,500,000 francs,¹ according to the November, 1924, issue of the International Cooperative Bulletin. These societies returned in dividends on purchases for the year 431,000 francs.

The union itself had a wholesale business of 6,491,451 francs, a decrease of 190,000 francs from the business of the preceding year. Its share capital increased from 508,500 to 516,500 francs and its loan capital from 447,400 to 721,200 francs.

¹ Franc at par=19.3 cents; exchange rate varies.

LABOR ORGANIZATIONS

Trade-Unions in New South Wales

THE annual report of the New South Wales registrar of friendly societies and trade-unions for the year ending June 30, 1923, gives certain data concerning trade-union membership for some years past. In 1913 the returns showed 214 unions, with a membership of 218,005; in 1922 the number of unions was 212, but the membership was 262,494. The membership reached its lowest point in 1918, when it stood at 216,186; it then rose steadily to 263,487 in 1921, but fell slightly in 1922. The female membership showed more steadiness than the male, its progressive increase having been interrupted only once prior to 1922, while the male membership fluctuated irregularly. In 1913 female members numbered 7,387 and formed 3.4 per cent of the whole, while in 1922 they numbered 23,182 and formed 8.8 per cent of the total. The following table is of interest as showing the extent to which unionism had been developed among different groups of workers:

NUMBER AND MEMBERSHIP OF TRADE-UNIONS IN NEW SOUTH WALES, DECEMBER 31, 1922, BY INDUSTRY GROUP

Group	Number of unions	Number of members	Per cent of total membership
Building	15	27,317	10.8
Clothing	10	12,119	4.8
Engineering and metal working	16	27,084	10.7
Food, drink, and narcotics	21	23,373	9.2
Land transport (exclusive of railroads and street railways)	6	7,372	2.9
Mining and smelting	15	17,022	6.7
Pastoral	6	27,830	11.0
Printing, bookbinding, etc.	3	5,367	2.1
Railroads and street railways	14	29,444	11.6
Shipping and sea transport	11	6,111	2.4
Manufacturing, not elsewhere indicated	19	15,491	6.1
Miscellaneous	56	54,766	21.7
Total	192	253,296	100.0

The totals of this table differ from those previously given, since 20 unions with a membership of 9,198, composed exclusively of employers, are omitted from consideration. It will be seen that the largest number of trade-union members is found among the miscellaneous group, with railroads and street railways following, pastoral unions coming third, and engineering and metal-working industries, and building trades being the only others to show a membership of as much as 10 per cent of the workers. With regard to financial standing, the order is different.

Financially, the strongest unions are those connected with the printing and bookbinding group, which possess assets amounting to £3 17s. 2d.¹ per member; then follow the mining and smelting group, with £1 19s. 3d. per member.

The miscellaneous group possess the largest aggregate assets, £39,128; next in order is the mining and smelting group with £33,378.

¹ Pound at par=\$4.8665; shilling=24.3 cents; penny=2.03 cents. Exchange rate varies.

Membership of English Trade-Unions

THE issue of the Ministry of Labor Gazette (London) for October, 1924, contains data respecting trade-unions based on information secured from the registrar of friendly societies, from trade-unions registered under the trade-union acts, and by the Ministry of Labor from unregistered unions. All unions are covered, whether composed of skilled, unskilled, or professional and clerical workers, the only common requirement being that they should include among their functions "that of negotiating with employers with the object of regulating the conditions of employment of their members." The number of the unions and their membership are given from 1893 to 1923, inclusive, the figures for 1923, however, being tentative and subject to revision.

The number of unions shows a tendency to decrease, owing partly to amalgamations among existing organizations. Membership reached its highest point in 1920, when it stood at 8,336,000, the changes for four consecutive years being as follows:

MEMBERSHIP OF BRITISH TRADE-UNIONS, 1920 TO 1923

Year	Males	Females	Total	Per cent of increase or decrease since previous year
1920.....	6,996,000	1,340,000	8,336,000	+5.1
1921.....	5,622,000	1,003,000	6,625,000	-20.5
1922.....	4,742,000	868,000	5,610,000	-15.3
1923.....	4,590,000	815,000	5,405,000	-3.7

Detailed figures for the separate industries show that there was an increase in membership in only four groups of trades or occupations: Mining and quarrying, in which the membership rose from 847,988 in 1922 to 918,377 in 1923, an increase of 8.3 per cent; boot and shoe making, with an increase of 0.7 per cent; railway service, with an increase of 7.9 per cent, the membership rising from 443,363 to 478,492; and road transport, dock labor, and the like, showing an increase of 4.4 per cent. The decreases were in some cases heavy.

The greatest reductions were in the metal, engineering, and shipbuilding group, in which the membership fell by 133,000, or about 16 per cent. Other groups showing heavy reductions were builders' laborers (10,000, or over 17 per cent), agriculture (13,000), and pottery and glass (6,000, both over 14 per cent), general labor (51,000), and linen and jute (4,000, both over 10 per cent).

Proportionately the reduction in the female membership (6.1 per cent) was much greater than in the male, which showed a falling off of 3.2 per cent.

The total female membership of all groups showed a larger proportional decrease in 1923 than the total male membership, mainly due to a heavy reduction (over 26,000, or 10.4 per cent) in female membership in the cotton industry in which there is a preponderance of female workers. The reduction in female trade-union membership in this industry accounted for one-half of the total reduction in the female membership of all trade-unions in 1923.

Although there has been a steady decrease in membership since 1920, the unions as a whole show a marked gain since pre-war days, the membership in 1923 being 30.7 per cent greater than in 1913. This growth has not been uniform.

In comparison with 1913, the mining and quarrying, cotton, and bleaching, dyeing, finishing, etc., groups showed little change in total membership in 1923, but all other groups showed considerable increases. The agricultural unions had nearly four times and the paper, printing, etc., group more than double their pre-war membership.

Alliances of Scandinavian Trade-Unions¹

CONFERENCES of representatives of workers in the food, shoe-making, and electrical industries of the Scandinavian countries were held during the month of September, 1924. At the food-industry conference it was agreed that an alliance be formed of the trade-unions of the respective countries for the purpose of rendering mutual moral and economic support in time of strikes or unemployment. Members going from one country to another are to be given free transfer and unemployment benefit. Twelve unions, with a total membership of 50,000, were represented at the conference.

In the shoe industry the present conference took action only in increasing benefits and in providing that benefits should be paid in the currency of the country having the best rate of exchange. At this conference representatives of the Finnish unions were present; the tannery workers also sent delegates.

Under the plan formerly in operation in the electrical industry when a federation became involved in a labor dispute it received aid only in proportion to the membership of the smallest federation. The present conference decided that hereafter the two national federations not involved shall contribute on the basis of their own membership at the rate of 1.50 kroner² per member per week.

¹ Meddelelsesblad, Christiania, September, 1924, pp. 177-179.

² Krone at par—26.8 cents; exchange rate varies

STRIKES AND LOCKOUTS

Strike of Belgian Miners ¹

A STRIKE of miners of the Basin of the Borinage in Belgium which began August 15 was settled about the middle of October. This mining section produces about one-fifth of the total amount of coal mined in Belgium, and more than 30,000 workers are employed in the mines. The strike was caused by a reduction in wages varying from 5 per cent for those receiving less than 30 francs ² per day to 10 per cent for those receiving 34 francs and over. The wages which had been in effect prior to June, 1924, were 38.39 francs for workers at the face, 32.71 francs for other underground workers, 23.81 francs for surface workers, and 11.16 francs for women.

The wage reduction was put into effect by the employers without being submitted to the regional joint mining commission for a decision, and the question of a strike was submitted to a referendum of the members of the union by its central organization because of this fact. The strike, which was voted by a large majority, was called on August 15, and three days later the number of strikers was approximately 20,000. An attempt was made by the Minister of Industry and Labor to have the question submitted to arbitration, but the employers refused. Finally, however, at a meeting of the National Joint Mining Commission on October 10, which was presided over by the Minister of Industry and Labor, it was agreed that the wage reductions should range from 5 to 8 per cent instead of 10 per cent and that it should be understood that in the future wages should not be lowered until the question was considered by the commissions. The miners agreed to this proposition, and although they had not been able to prevent the reduction in wages they felt that they had maintained the position gained after the war in the decision that no new wage reductions should be made without consulting the joint commissions.

Settlement of Canadian Coal Strike ³

A STRIKE of coal miners in southern Alberta and southeastern British Columbia, district 18 of the United Mine Workers of America, which began April 1, 1924, was settled by an agreement concluded October 10. The agreement, which was subject to ratification by members of the union, was voted upon on October 16 and approved by a majority of 306 out of a total vote of 6,216. Prior to the strike the union had reported a membership of about 9,000, of

¹ L'Information Sociale, Paris, Nov. 20, 1924, pp. 5, 6; Bulletin Mensuel du Parti Ouvrier Belge, Brussels, Oct. 31, 1924, pp. 79, 80.

² Franc at par = 19.3 cents; exchange rate varies.

³ Labor Gazette, Ottawa, November, 1924, pp. 931-937.

whom slightly more than one-half voted to authorize the strike. The smallness of the vote was accounted for by the fact that many of the miners had left the district before the vote was taken, as the result was considered a foregone conclusion. In Alberta, too, many of the mines are closed down in the summer, as there is generally a lack of demand for coal at that time, particularly the lignite, which is used chiefly in households, and at such times many of the miners are accustomed to seek work on the farms of the section. In British Columbia the demand for the high-grade bituminous coal produced is not so seasonal, as it is used largely by the railroads and for making coke for the smelters, and there is no extensive farming country near the coal mines to furnish work for the miners during a strike.

The agreement between the Western Canada Coal Operators' Association and the miners' organization expired March 31, 1924, the strike being caused by the proposal of the operators to abolish the cost-of-living bonus. The bonus, which amounted to \$1.17 for men on day wages and to 27 per cent of the earnings of contract miners, was fixed by the 1920 agreement. This agreement expired in March, 1922, but was again adopted in August, 1922, after a four months' strike, and had been renewed from time to time up to March, 1924. When the question of a new agreement came up last spring, the agreements in the United States had been renewed to last until March 31, 1927. The operators in western Canada proposed that the wages should be reduced \$1.17 per day, the amount of the cost-of-living bonus, on the ground that the cost of living had fallen and that the wages in district 18 were as high as in the United States, but that in the United States the working-day consisted of 8 hours "at the face," while in district 18 the hours were from bank to bank, or approximately one hour less than in the United States. They also contended that coal from the United States was competing in the markets of district 18, with the result that it had been necessary to close many mines. The miners objected to the decrease on the ground that the large amount of lost time because of the lack of demand for coal had resulted in small annual earnings.

The strike began on April 1, and, as in previous strikes, it was agreed that maintenance men should continue at work at the rates of pay prevailing when the strike began and that operators could carry on development work if no coal was produced for sale. Negotiations were carried on during the summer, and in August it was proposed by the Minister of Labor that settlement should be considered on the basis of a one-eighth reduction in wages to meet the difference in hours worked in district 18 and in the United States. The miners' committee rejected this proposal on the ground that in actual practice the one-hour differential did not exist, but at a conference arranged by the resident officer of the Labor Department the latter part of September the miners proposed as a compromise a decrease of \$1 per day for contract miners and of one-eighth for men on day wages, which was in turn rejected by the operators because of the length of the contract desired by the miners. At the renewed negotiations, which took place the second week in October, and at which both the Prime Minister of Alberta and the Federal Minister of Labor were present, the conferees agreed to a reduction of \$1.17 per day for contract miners and of one-eighth, or 12½ per cent, of

the wages of workers paid by the day. The earnings of contract miners had averaged about \$9.50 per day, so that the \$1.17 reduction amounted to approximately one-eighth in their case also. The average reduction for workers on a day basis was 90 cents.

The following table shows the wages for an eight-hour day in the different occupations, which were fixed by the agreement:

DAILY WAGES OF COAL MINERS IN WESTERN CANADA, OCTOBER, 1924

Occupation	Wages per day	Occupation	Wages per day
<i>Inside workers</i>		<i>Outside workers—Concluded</i>	
Shot lighters	\$6.56	Tipple engineers	\$6.66
Cratticemen	6.55	Screen engine tenders	5.91
Cratticemen's helpers	6.03	Locomotive engineers	6.66
Timbermen	6.56	Locomotive switchmen	6.30
Timbermen's helpers	6.03	Firemen	6.20
Tracklayers	6.56	Firemen's helpers	5.91
Tracklayers' helpers	6.03	Water tenders	5.87
Motor men	6.31	Railway car handlers	5.86
Motor men's helpers	6.03	Tipple dumpers (men)	6.20
Locomotive engineers	6.31	Tipple dumpers' helpers	5.91
Locomotive switchmen	6.03	Tipple dumpers (boys)	3.85
Drivers	6.31	Top eagers	5.91
Drivers (spike team)	6.76	Car repairers	6.66
Couplers (men)	6.03	Car repairers' helpers	6.20
Couplers (boys)	3.85	Breaker engineers	6.66
Switch boys	3.53-3.85	Lampmen	5.75-6.19
Door boys	3.23	Machinists	6.66-7.12
Man boys	3.23-3.85	Machinists' helpers	6.20
Slope riders	6.31	Ashmen	5.76
Main and tail rope riders	6.56	Wipers (men)	5.76
Pushers	6.03	Couplers (men)	5.76
Truckers	6.03	Couplers (boys)	3.85
Loaders	6.03	Breaker oilers	5.87
Miners	6.56	Washer or tipple oilers	5.87
Rock miners	7.02	Breaker picker bosses	6.20
Timber handlers	6.31	Timber framers	6.66
Engines, slope and incline	6.03	Timber sawyers	5.91
Engines, shaft	6.56	Box car shovelers	6.19
Machinemen (air)	7.02	Breaker-platform bosses	6.20
Machinemen (electric)	8.24	Breaker-platform men	5.86
Machinemen's helpers (air)	6.56	Breaker screen men	5.76
Machinemen's helpers (electric)	6.67	Rock-bank men	5.76
Wampmen	6.03	Dirt-bank men	5.76
Wampmen (Galt mines)	6.47	Fan firemen	5.99
Boistmen	6.31-6.56	Stablemen	5.76
Drivers (boys)	3.85-5.02	Finishers after box car loaders	5.76
Trippers	6.03	Motor-truck drivers	6.66
Trippers (boys)	3.85-5.02	All other labor not classified	5.76
Pipe fitter's helpers	6.03		
Rock carriers	3.53-5.02		
Cutmen	6.56		
Charmen	6.03		
All other labor not classified	6.03		
<i>Outside workers</i>		<i>Beehive coke ovens</i>	
Bottom men	6.20	Steam locomotive engineers	6.66
Gate pickers (boys)	3.53	Motor men	6.43
Gate pickers (men)	5.76	Larrymen	5.76
Car oilers (men)	5.76	Plasterers	5.76
Car oilers (boys)	3.85	Carters and cleaners	5.76
Shilly boys	3.53	All other labor	5.76
Hamsters	6.19		
Blacksmiths	7.12		
Blacksmiths' helpers	6.20		
Perpenters	7.12		
Perpenters' helpers	6.20		
Over-house engineers	6.66-7.28		
Wisting engineers	6.47-7.04		
Man men	5.76		
Line engineers	6.66		
Oil-rope engineers	6.90		
Endless-rope engineers	6.56		
Car-loader engineers	6.66		
		<i>Belgian coke ovens</i>	
		Ram-engine men	6.66
		Chargers	6.19
		Clayers	6.20
		Drawers	6.19
		Loaders	5.86
		<i>Briquetting plant</i>	
		Engineers	6.66
		Briquetters	6.77
		Tar melters	6.03
		Laborers	5.76
		Oilers	6.20

Considerable difficulty was met in fixing the term of the agreement, but it was finally agreed that it should run till March, 1927, subject, however, to six months' notice after March 31, 1925.

Approximately 8,000 miners were involved in the strike, of whom about 1,500 were in the Crowsnest Pass district in British Columbia and the others in Alberta south of Edmonton. The other miners in the two Provinces were not involved, and as a consequence there was an increased demand for coal from the mines which were in operation. In some of the union mines an arrangement was made to operate at the old scale of wages pending a settlement, and in some of the nonunion mines union organizers secured union wages or working conditions or caused a stoppage of work.

The time lost in man working-days based on full employment from April 1 to October 20, when work was generally resumed, was 1,500,000 days, but allowing for the usual slack time each year it was estimated to be about 775,000 days, while the production during the six months, April to October, amounted to about one-third only of the average monthly production for the five preceding years.

A commission of three members, consisting of a chairman and one representative of the employers and one of the workers, was appointed after the settlement, by the government of Alberta, to study the coal-mining industry of the Province, such an inquiry having been approved by the legislature in March when it appeared likely that the strike would be declared. The inquiry was to cover coal, mining titles, capitalization, financial arrangements and cost of production, transportation of products, marketing, uses of by-products, selling prices, coal reserves, conservation and waste of coal, mine workmen, their earnings, living costs and conditions, housing conditions and educational facilities, mining conditions, mining methods, use of labor-saving devices, and provision for the safety of workmen, conditions elsewhere, and particularly in competitive fields, and legislation affecting the industry in Alberta and elsewhere.

CONCILIATION AND ARBITRATION

Conciliation Work of the Department of Labor in November, 1924

By HUGH L. KERWIN, DIRECTOR OF CONCILIATION

THE Secretary of Labor, through the Conciliation Service, exercised his good offices in connection with 22 labor disputes during November, 1924. These disputes affected a known total of 17,479 employees. The table following shows the name and location of the establishment or industry in which the dispute occurred, the nature of the dispute (whether strike or lockout or controversy not having reached strike or lockout stage), the craft or trade concerned, the cause of the dispute, its present status, the terms of settlement, the date of beginning and ending, and the number of workmen directly and indirectly affected.

On December 1, 1924, there were 46 strikes before the department for settlement and, in addition, 14 controversies which had not reached the strike stage. Total number of cases pending, 60.

LABOR DISPUTES HANDLED BY THE UNITED STATES DEPARTMENT OF LABOR THROUGH ITS CONCILIATION SERVICE, NOVEMBER, 1924

Company or industry, and location	Nature of controversy	Craft concerned	Cause of dispute	Present status and terms of settlement	Duration		Men involved	
					Beginning, 1924	Ending, 1924	Directly	Indirectly
Kellys Creek Coal Co., Ward, W. Va.	Strike	Miners	Wages	Adjusted. Agreed on Jacksonville scale.	Apr. 1	Oct. 16	800	---
O. F. Paulson Co., Cedar Rapids, Iowa.	Controversy	Teamsters	Working conditions	Adjusted. Agreement signed	Oct. 21	Oct. 27	41	---
Republic Flow Meters Co., Chicago, Ill.	Strike	Machinists	10 per cent wage cut	Pending	(1)	---	30	---
Kanawha Hocking Coal Co., Kanawha River, W. Va.	do	Miners	Wage scale	Unable to adjust. Company refused to deal with union.	Apr. 1	---	500	---
Mound City Foundry, St. Louis, Mo.	do	Molders	Working conditions	do	do	---	24	100
Spruce River Coal Co., W. Va.	do	Miners	Wage scale	Pending	(1)	---	150	---
Boomer Coal Co., Boomer, W. Va.	do	do	do	do	(1)	---	800	---
Bricklayers, Cleveland, Ohio	do	Bricklayers	Jurisdictional dispute	Unclassified. Referred to international union officers.	Oct. 15	---	(1)	---
Shove Mill, Fall River, Mass.	do	Weavers	Wage cuts	Pending	(1)	---	300	---
Julius Kayser, Brooklyn, N. Y.	do	Hosiery workers	Recognition of union	do	Oct. 29	---	78	40
Henry Bendell Co., New York City	do	Fur workers	Asked union recognition	Adjusted. Returned under former conditions.	Oct. 6	Nov. 14	20	80
Glen Lyon, Susquehanna Coal Co., Glen Lyon, Pa.	do	Miners	Wage rates for blasting	Adjusted. Superintendent agreed to adjust differences.	Nov. 13	Nov. 17	1,005	4
Street cars, Dayton, Ohio	do	Traction workers	Open shop	Pending	Nov. 12	---	36	---
Carpenters, Atlantic City, N. J.	Controversy	Carpenters	Increase to \$10 per day	do	(1)	---	1,800	---
Paragon Hat Co., Chicago, Ill.	Strike	Hatters	Prices and discrimination	Adjusted. Allowed \$3 per dozen for finishing hats.	June	Nov. 21	25	---
Hudson Coal Co., Pennsylvania	do	Miners	Alleged violation of agreement by strikers—wages.	Adjusted. District president to settle terms.	Nov. 16	Nov. 18	10,000	20
New England Silk Co., Westerly, R. I.	do	Weavers	Proposed wage cut	Unclassified. Settled before arrival of commissioner.	Oct. 13	Oct. 20	150	---
Kosher butchers, New York City	do	Butchers	Working conditions	Adjusted. All but small number have returned.	(1)	---	300	---
Pennsylvania Coal Co., Pennsylvania	do	Miners	Use of dynamite	Adjusted. Returned on same conditions.	Nov. 15	Nov. 16	250	---
General Cigar Co., Bethlehem, Pa.	do	Cigar makers	Working conditions	Adjusted. Terms not reported	(1)	Nov. 26	700	---
Unrivalled Hosiery Mills, Williamstown, Pa.	do	Hosiery workers	do	Pending	(1)	---	200	---
Clay workers, New Philadelphia, Ohio.	do	Clay workers	Use of carbide	do	(1)	---	26	---
Total							17,235	244

(1) Not reported.

Resolutions of French Superior Labor Council in Regard to Conciliation and Arbitration

A STATEMENT of the conclusions of the French Superior Labor Council¹ in regard to the peaceful settlement of labor disputes, which were adopted at a recent meeting, is published in *La Journée Industrielle*, November 21, 1924 (p. 5). The permanent commission proposed the following resolution, which was adopted by the council:

Whenever the representatives of the two parties to a dispute shall have failed to reach an agreement, a new attempt at a settlement shall be made either following some procedure on which the two parties shall agree or, failing such an agreement, before the trade council of employers and employees of the professional class concerned or, if such a council does not exist, before the justice of the peace. This new attempt will be compulsory upon the demand of either of the two parties or upon the request of the representative of the public authority or his deputy.

It is understood that representatives of the professional syndicates of either side are entitled to demand a new attempt at conciliation.

In case the attempts at conciliation fail, publication of the work of the conciliation board is allowed, subject to the provisions of the law of December 27, 1892.

In the case of failure by the board of conciliation to reach an agreement, steps may be taken to settle the matter by arbitration, either by the appointment of a single person agreed upon by the two parties to the dispute or an equal number of persons chosen by the employers and by the employees, each from the membership of the trade councils of the occupational class concerned when such an organization exists.

The findings of the arbitration board shall be published under the same conditions as those governing the publication of those of the board of conciliation.

¹For an account of the membership and powers of the Superior Labor Council see MONTHLY LABOR REVIEW, June, 1921, pp. 134, 135.

IMMIGRATION

Statistics of Immigration for October, 1924

By J. J. KUNNA, CHIEF STATISTICIAN, BUREAU OF IMMIGRATION

DURING October, 1924, a total of 45,224 aliens (27,402 immigrant and 17,822 nonimmigrant) were admitted and 21,008 (8,941 emigrant and 12,067 nonemigrant) departed. The number debarred and deported this month was 2,341 and 819, respectively. These figures vary but little from those for the previous month. Table 1 shows the number of aliens and citizens arrived and departed, by months, from July to October, 1924.

Canada was the principal country from which the immigrant aliens were admitted in October, 1924, with 10,143, followed by Germany, with 3,923; Irish Free State, 2,885; Mexico, 1,870; England, 1,423; and Scotland, 1,282. Each of the other countries contributed less than 1,000. Of the emigrant aliens departed this month, Italy received 2,547, or 28 per cent of the total of 8,941, the other countries receiving less than 700 each.

During the four months July to October, 1924, 39,100, or 43 per cent of the total immigrant aliens admitted, came from Europe, and 29,061, or 84 per cent of the total emigrant aliens departed, left for that continent. Of the 39,100 admitted from Europe, only 6 per cent came from the southern section covering Albania, Bulgaria, Greece, Italy, Portugal, Spain, Turkey, and Yugoslavia, while over 62 per cent of the 29,061 going to Europe left for permanent residence in these countries. Putting it in another way, 12 aliens were admitted from Southern Europe for every 100 aliens departed for that section. For the countries of northern and central Europe 100 immigrant aliens were admitted for every 30 emigrant aliens departed during these four months.

The principal races or peoples contributing more than 1,000 immigrant aliens in October, 1924, were the English, with 5,142; Irish 4,751; German, 4,661; Scotch, 2,781; French, 2,485; Mexican, 1,811 and Scandinavian (Norwegians, Danes, and Swedes), 1,771.

The number of immigrant aliens admitted and emigrant aliens departed in October and from July to October, 1924, is shown in Table 2 by country of last or future permanent residence and in Table 3 by races or peoples and sex.

Alien admissions under the immigration act of 1924 are shown in Table 4 by country or area of birth. Compared to 47,863 for the previous month, there was a decrease of 2,667 in October, 1924 when 45,196 aliens were admitted under this act. The latter number is made up of 5,920 nonimmigrant aliens under section 3 of the law and 25,038 nonquota immigrants under section 4, which classes are not charged to the quota, and 14,238 quota immigrants under section 5 of the act charged to the quota.

TABLE 1.—IN WARD AND OUTWARD PASSENGER MOVEMENT, JULY TO OCTOBER, 1924

During—	Arrivals						Departures					
	Aliens admitted			United States citizens arrived	Aliens de-barred	Total arrivals	Aliens departed			United States citizens de-parted	Total de-parted	
	Immi-grant	Non-immi-grant	Total				Emi-grant	Non-em-i-grant	Total			
July, 1924-----	11,661	11,112	22,773	20,927	1,929	45,629	8,493	15,747	24,240	43,812	68,052	
August, 1924-----	23,290	13,966	37,256	44,791	2,114	84,161	8,633	14,738	23,371	37,657	61,028	
September, 1924-----	27,941	20,057	47,998	57,232	2,389	107,619	8,671	14,580	23,251	23,849	47,100	
October, 1924-----	27,402	17,822	45,224	31,474	2,341	79,039	8,941	12,067	21,008	19,951	40,959	
Total-----	90,294	62,957	153,251	154,424	8,773	316,448	34,738	57,132	91,870	125,269	217,139	

TABLE 2.—LAST PERMANENT RESIDENCE OF IMMIGRANT ALIENS ADMITTED TO AND FUTURE PERMANENT RESIDENCE OF EMIGRANT ALIENS DEPARTED FROM THE UNITED STATES DURING OCTOBER, 1924, AND FROM JULY, 1924, TO OCTOBER, 1924, BY COUNTRIES

Country	Immigrant		Emigrant	
	October, 1924	July to October, 1924	October, 1924	July to October, 1924
Austria	11	46	46	192
Belgium	93	207	26	148
Bulgaria	107	241	57	253
Czechoslovakia	21	60	24	94
Denmark, Free City of	237	685	163	1,111
France, including Corsica	18	59		
Germany	187	706	84	173
Greece	27	41	1	2
Holland	46	114	60	154
Italy, including Sicily and Sardinia	470	1,335	122	437
Japan	3,923	11,189	236	640
Great Britain, Ireland:				
Irish Free State	2,885	6,223	99	438
Northern Ireland	255	679	16	136
England	1,423	4,393	655	2,480
Scotland	1,282	3,299	245	913
Wales	110	330	5	22
Poland	67	146	827	3,207
Romania	48	156	75	366
Spain, including Sicily and Sardinia	561	1,349	2,547	9,872
Sweden	28	44	3	18
Switzerland	52	145	37	204
Thuringia	9	14	5	10
Netherlands	110	392	29	134
Norway	553	1,959	152	339
Portugal, including Azores, Cape Verde, and Madeira	310	680	345	1,748
Portugal, including Azores, Cape Verde, and Madeira	96	195	343	1,442
Romania	79	252	106	647
Russia	143	370	19	136
Sardinia, including Canary and Balearic Islands	32	122	430	1,879
Sweden	725	2,807	98	291
Switzerland	207	574	45	186
Turkey in Europe	26	38	15	96
Yugoslavia	88	211	292	1,150
Other Europe	12	39	5	53
Total, Europe	14,241	39,100	7,212	29,061
Asia	1	5	4	23
China	165	1,088	362	1,088
India	5	29	27	63
Japan	48	339	105	414
Pakistan	45	80	5	39
Siam	1	9	2	17
Turkey in Asia	9	39	35	202
Other Asia	9	33	4	35
Total, Asia	283	1,626	544	1,891

TABLE 2.—LAST PERMANENT RESIDENCE OF IMMIGRANT ALIENS ADMITTED TO AND FUTURE PERMANENT RESIDENCE OF EMIGRANT ALIENS DEPARTED FROM THE UNITED STATES DURING OCTOBER, 1924, AND FROM JULY, 1924, TO OCTOBER, 1924, BY COUNTRIES—Concluded

Country	Immigrant		Emigrant	
	October, 1924	July to October, 1924	October, 1924	July to October, 1924
Egypt.....	3	32	1	
Other Africa.....	41	99	16	
Total, Africa.....	44	131	17	
Australia.....	41	120	35	
New Zealand.....	20	57	14	
Other Pacific islands.....		8	4	
Total.....	61	185	53	
Canada.....	10, 143	37, 970	177	
Newfoundland.....	236	543	40	
Mexico.....	1, 870	8, 581	282	
Cuba.....	112	587	138	
West Indies (not specified).....	40	234	188	
British Honduras.....	13	22	4	
Central America (not specified).....	119	498	48	
Brazil.....	48	117	22	
South America (not specified).....	192	699	216	
Other countries.....				
Total, Western Hemisphere.....	12, 773	49, 252	1, 115	3, 581
Grand total.....	27, 402	90, 294	8, 941	34, 712

TABLE 3.—IMMIGRANT ALIENS ADMITTED TO AND EMIGRANT ALIENS DEPARTED FROM THE UNITED STATES DURING OCTOBER, 1924, AND FROM JULY TO OCTOBER, 1924, BY RACES OR PEOPLES, AND SEX

Race or people	Immigrant		Emigrant	
	October, 1924	July to October, 1924	October, 1924	July to October, 1924
African (black).....	97	324	79	
Armenian.....	35	107	10	
Bohemian and Moravian (Czech).....	201	586	110	
Bulgarian, Serbian, and Montenegrin.....	44	157	167	
Chinese.....	156	1, 040	337	1, 040
Croatian and Slovenian.....	67	120	130	
Cuban.....	66	421	86	
Dalmatian, Bosnian, and Herzegovinian.....	5	16	46	
Dutch and Flemish.....	223	874	97	
East Indian.....	6	27	14	
English.....	5, 142	18, 599	900	2, 142
Finnish.....	102	230	57	
French.....	2, 485	7, 883	127	
German.....	4, 661	13, 754	288	
Greek.....	69	219	827	3, 142
Hebrew.....	854	2, 620	12	
Irish.....	4, 751	12, 576	127	
Italian (north).....	215	514	578	2, 142
Italian (south).....	471	1, 185	1, 995	7, 142
Japanese.....	41	313	101	
Korean.....	3	4	3	
Lithuanian.....	34	83	37	
Magyar.....	82	268	92	
Mexican.....	1, 811	8, 345	292	
Pacific Islander.....				
Polish.....	293	795	335	1, 142
Portuguese.....	89	202	357	1, 142
Rumanian.....	50	146	99	
Russian.....	126	448	70	
Ruthenian (Russniak).....	88	257	7	
Scandinavian (Norwegians, Danes, and Swedes).....	1, 771	6, 712	360	
Scotch.....	2, 781	9, 306	313	1, 142

TABLE 3.—IMMIGRANT ALIENS ADMITTED TO AND EMIGRANT ALIENS DEPARTED FROM THE UNITED STATES DURING OCTOBER, 1924, AND FROM JULY TO OCTOBER, 1924, BY RACES OR PEOPLES, AND SEX—Concluded

Race or people	Immigrant		Emigrant	
	October, 1924	July to October 1924	October, 1924	July to October, 1924
Slovak.....	53	110	45	394
Spanish.....	53	256	543	2,140
Spanish American.....	215	930	122	396
Syrian.....	44	116	41	225
Turkish.....	14	23	18	100
Welsh.....	134	402	12	45
West Indian (except Cuban).....	28	128	61	179
Other peoples.....	42	198	46	221
Total.....	27,402	90,294	8,941	34,738
Male.....	14,409	49,213	6,936	25,882
Female.....	12,993	41,081	2,005	8,856

TABLE 4.—ALIENS ADMITTED TO THE UNITED STATES UNDER THE IMMIGRATION ACT OF 1924, DURING OCTOBER, 1924, AND FROM JULY TO OCTOBER, 1924, BY COUNTRY OR AREA OF BIRTH

[Aliens charged to quota are quota immigrants under section 5; those not charged to quota are non-immigrants under section 3 and nonquota immigrants under section 4 of the act]

Country or area of birth	Annual quota	Number admitted			Grand total admitted, July to October, 1924
		Charged to quota		Not charged to quota	
		July to October, 1924	October, 1924	October, 1924	
Total admitted, October, 1924					
Quota countries:					
Afghanistan.....	100				1
Albania.....	100	43	9	25	147
Andorra.....	100			3	4
Arabian peninsula.....	100				2
Armenia.....	124	1	1	11	30
Australia.....	121	69	25	334	1,320
Austria.....	785	205	87	125	593
Belgium ¹	512	163	81	213	714
Bhutan.....	100				
Bulgaria.....	100	45	12	13	85
Cameroon (British).....	100				3
Cameroon (French).....	100				
China.....	100	24	9	979	4,009
Czechoslovakia.....	3,073	735	275	211	1,427
Danzig.....	228	62	21	2	74
Denmark.....	2,789	721	197	212	1,612
Egypt.....	100	27	1	11	12
Estonia.....	124	32	27	9	55
Ethiopia (Abyssinia).....	100				
Finland.....	471	115	49	177	567
France ¹	3,954	1,112	402	859	3,776
Germany.....	51,227	11,027	3,857	982	14,512
Great Britain and northern Ireland ¹	34,007	9,152	3,207	3,994	24,970
Greece.....	100	36	19	228	676
Hungary.....	473	101	36	102	401
Iceland.....	100	34	10	1	38
India.....	100	19	7	45	247
Iraq (Mesopotamia).....	100	5		2	16
Irish Free State.....	28,567	6,690	3,031	938	9,172
Italy ¹	3,845	626	335	2,026	5,399
Japan.....	100	1	1	342	1,074
Latvia.....	142	29	21	16	107
Liberia.....	100			1	3
Liechtenstein.....	100	1			1
Lithuania.....	344	77	33	98	366
Luxemburg.....	100	22	11	18	59

TABLE 4.—ALIENS ADMITTED TO THE UNITED STATES UNDER THE IMMIGRATION ACT OF 1924, DURING OCTOBER, 1924, AND FROM JULY TO OCTOBER, 1924, BY COUNTRY OR AREA OF BIRTH—Concluded

Country or area of birth	Annual quota	Number admitted			Grand total admitted, July to October, 1924
		Charged to quota		Not charged to quota	
		July to October, 1924	October, 1924	October, 1924	
Monaco.....	100			2	2
Morocco.....	100	3	2	1	3
Muscat (Oman).....	100			1	1
Nauru (British).....	100				
Nepal.....	100				
Netherlands ¹	1,648	359	99	243	342
New Zealand.....	100	32	12	119	131
New Guinea.....	100				
Norway.....	6,453	1,948	557	373	930
Palestine.....	100	1	1	57	58
Persia.....	100	24	15	7	22
Poland.....	5,982	795	390	302	692
Portugal ¹	503	144	79	188	267
Ruanda and Urundi.....	100				
Rumania.....	603	134	42	125	167
Russia, European and Asiatic.....	2,248	435	174	291	465
Samoa, western.....	100	2			
San Marino.....	100				
Siam.....	100			2	2
South Africa.....	100	38	9	16	25
South West Africa.....	100	17	15	15	30
Spain ¹	131	62	24	437	461
Sweden.....	9,561	2,903	768	542	1,310
Switzerland.....	2,081	558	191	292	483
Syria and The Lebanon.....	100	13	2	65	67
Tanganyika.....	100				
Togoland (British).....	100				
Togoland (French).....	100				
Turkey.....	100	20	14	83	97
Yap and other Pacific islands.....	100				
Yugoslavia.....	671	175	80	139	219
Total.....	164,667	38,837	14,238	15,277	29,515
Nonquota countries:					
Canada.....				10,255	10,255
Newfoundland.....				280	280
Mexico.....				3,248	3,248
Cuba.....				1,005	1,005
Dominican Republic.....				54	54
Haiti.....				9	9
Canal Zone.....					
Independent countries of Central and South America.....				830	830
Total.....				15,681	15,681
Grand total.....	164,667	38,837	14,238	30,958	45,196

¹ Including colonies, dependencies, or protectorates.

² Does not include 1,150 aliens from quota countries who arrived prior to June 30, 1924, and were admitted after that date.

Regulation of Immigrant Labor in Ceylon

THE annual general report of the Government of Ceylon for 1923 devotes some pages to a discussion of immigrant Indian labor in the island. An ordinance of 1923 authorized the establishment of a department of Indian immigrant labor, under a controller who is assisted by an advisory council appointed by the governor. The controller has charge of matters affecting the immigrant laborers in Ceylon, while an emigration commissioner, also appointed by the governor, resident in India, supervises the recruiting of workers there, and is responsible for their registration, subsistence, and transportation until they reach the house maintained for their accommodation at the port of embarkation.

The cost of assisting the immigrants is met from a fund collected and administered by the controller, subject to the authority of the governor. This fund is raised by an acreage tax on estates employing Indian immigrant labor, provided they have as much as 10 acres planted in tea or 30 acres or more planted in rubber, cacao, or cardamoms. The quarterly rate is fixed from time to time by the governor in executive council.

* * * The assessment payable by each estate is made by the controller on returns furnished by the estates and scrutinized in the controller's office. Estates paying acreage fees are entitled to recruit under the fund without further payment. Employers who do not pay acreage fees and who wish to recruit unskilled labor in India may receive recruiting licenses on depositing (or furnishing the requisite guaranty for) a sum sufficient to meet the expenses of registering and bringing over the number of laborers whom they require.

During the year under consideration, 90,289 estate laborers or assisted unskilled laborers entered Ceylon, of whom it is estimated that about 50 per cent had been in the island as laborers before. "In other words, about 50 per cent of our unskilled immigrants are people returning for a second or subsequent period." During the same period, 51,762 estate laborers and their dependents left Ceylon to return to India.

* * * In other words, the exodus of estate laborers was very nearly made good by the return of former employees after a holiday, and the majority of new recruits came over, not to replace wastages from all causes, but to increase the immigrant labor force, which, owing to the heavy demand on tea estates, was distinctly short at the beginning of the year. * * * It would appear from the figures that the men come and go more frequently than their women folk.

The estates on which these laborers are employed are under the supervision of the public health authorities and of the immigrant labor department, the first being concerned with the housing and sanitary conditions provided for the workers, while the second makes inspections "to determine or verify the acreage liable for assessment, to inquire into complaints and petitions from laborers, and to see that the proper books are kept in connection with the registration and payment of the labor force." A scheme for dealing with sick and indigent Indian immigrants was adopted during 1923 and came into force in 1924.

* * * Any Indian immigrant laborer certified by a district medical officer to be permanently unfit for further work by reason of disease or infirmity and unable to maintain himself is repatriated free of charge to his home in India. Indian immigrant vagrants are collected in all towns, and on being certified as vagrants are sent to the house of detention, i. e., depot for vagrants, in Colombo. Here either a suitable situation is found for them, or they are sent back to their homes in India. The cost of the scheme is defrayed partly from general revenue and partly by the fund.

Immigration to Southwest France

A CONSULAR report from Paris dated November 4, 1924, gives an account of the methods which have been followed in the southwestern Departments of France in recruiting agricultural laborers for that section. A steady movement of the farming population toward the towns has been taking place in recent years. From 1911 to 1924 the farming population of the Departments of Gironde, Landes, Gers, and Lot-et-Garonne decreased by 83,000, and in all the Departments of the southwest the decrease during that time amounted to 235,000. Since 1920 from 25,000 to 30,000 foreigners, mainly Italians and Spaniards, have been brought into the section to take the place, in part, of the native farm and vineyard laborers who have left.

The Italian immigration has been systematically handled and is said to have produced excellent results. The immigration is carried on largely through a recruiting office operating under the encouragement of the Ministry of Agriculture, as follows: The French agriculturist who wishes to secure foreign tenants or laborers addresses his request to the office, which transmits it through various official channels to an Italian immigration office. This office then gets in touch with an Italian family which wishes to emigrate and explains the conditions of the offer from the French landowner. If the offer is tentatively acceptable, it is usual for the prospective tenant to make a preliminary visit to the French farm and arrange the final terms of the lease contract with the proprietor before the family emigrates. The director of the recruiting office in this particular section reports that in four months 600 families were settled in the region. This method, which is in large measure selective, is believed to prevent the bad results of mass immigration.

Until very recently different phases of the foreign labor problem were handled by three French governmental departments—Foreign Affairs, Agriculture, and Labor and Hygiene. Because of the serious inconvenience and inefficiency resulting from this division of functions, however, the Minister of Labor and Hygiene recommended to the finance committee of the Chamber of Deputies that a central office charged with the conduct of all matters relating to immigrant labor in France should be established. The committee agreed, accordingly, to the formation of a national office of foreign labor, the expenses of which are to be met by the fees paid by employers for its services in securing foreign labor for their enterprises.

FACTORY AND MINE INSPECTION

Massachusetts

DURING the month of October, 1924, according to a statement furnished by the Massachusetts Department of Labor and Industries, 5,446 inspections were made by the agents in the division of industrial safety of the department. There were 1,773 orders issued during the month. Of this number 970 had to do with the employment of women and minors, posting of notices, and procuring and returning certificates. One hundred and sixty-four had to do with lighting industrial establishments, 135 with machinery, and 163 with building operations. There were 30 prosecutions during the month. Verdicts of guilty were secured in 25 cases. There were 56 licenses for home work granted during the month. The sum of \$3,344.17 was paid by employers to employees after complaint had been entered with the department.

Ohio

FACTORY inspectors in Ohio were unusually busy during October 1924, according to the November, 1924, issue of Industrial Relations, the joint publication of the Department of Industrial Relations and the Industrial Commission of Ohio. During that month 2,905 factory inspections and 397 inspections of mercantile establishments were made and 524 and 110 orders were issued for improvement of safety and sanitary conditions, respectively. Four prosecutions were reported, three of which were for violation of the labor laws of the State.

The division of mines and mining during October inspected 414 mines, thus establishing a record of activity, and eight mine accidents were investigated. The prediction is made that the number of mine fatalities will be far less in 1924 than in 1923. Some of this reduction is attributed to the extensive first-aid and mine-rescue work of the division.

WHAT STATE LABOR BUREAUS ARE DOING

AMONG the activities reported by the State labor bureaus and noted in this issue of the MONTHLY LABOR REVIEW are the following:

Arkansas.—Recent employment statistics, page 133.

California.—Recent employment statistics, page 136; operations under the State workmen's compensation act, page 162.

Illinois.—Recent employment statistics, pages 133 and 138.

Iowa.—Recent employment statistics, page 134.

Maryland.—Recent employment statistics, page 140.

Massachusetts.—Recent minimum-wage order, page 70; recent employment statistics, pages 134 and 141; and factory inspection, page 207.

New York.—Eighth annual industrial conference, page 16; recent employment statistics, page 142; and operations under the State workmen's compensation act, page 163.

Ohio.—Recent employment statistics, page 135; and factory inspection, page 207.

Pennsylvania.—Recent employment statistics, page 135.

Wisconsin.—Recent employment statistics, pages 135 and 143.

Wyoming.—Operations under the State workmen's compensation act, page 166.

CURRENT NOTES OF INTEREST TO LABOR

Building-Trades Students in Carnegie Institute, Pittsburgh

A PRESS release from the Carnegie Institute of Technology states that more than 1,700 of the 2,700 night students enrolled in the institute this year are taking courses in the building and machinery trades. This is an increase of about 100 per cent over the corresponding enrollment in these trades three years ago.

Special significance is seen in the report that 844, or nearly half of the students taking courses in the College of Industries, are enrolled in courses connected with the building trades. This number is also nearly one-third of the total night enrollment for the whole institution.

The largest enrollment is reported for the department of electrical equipment and construction, which has 174 night students. Next comes carpentry with 121 and then plumbing with 115.

Changes in Personnel of American Federation of Labor¹

MR. SAMUEL GOMPERS, for many years president of the American Federation of Labor, died December 13, 1924, at San Antonio, Tex., shortly after the close of the forty-fourth annual convention of the federation. Mr. Gompers is succeeded in office by Mr. William Green, who was until his accession to office secretary-treasurer of the United Mine Workers of America and third vice president of the American Federation of Labor. Mr. Green will serve until October, 1925, when the office will be filled by regular election.

Creation of Two New Ministries in Chile²

THE Chilean Labor Office, which has been attached to the Ministry of Industry and Public Works, will in the future be attached to the Ministry of Health, Social Welfare and Relief, one of two new ministries just created by a decree of the Chilean Government. The other new ministry is the Ministry of Agriculture, Industry, and Colonization.

Training Chinese Soldiers in Industrial Pursuits

ACCORDING to the Chinese Economic Bulletin, November 1, 1924 (p. 9), the authorities in the Province of Shansi are training their soldiers in different occupations so that they may become useful members of the community upon their return to civilian life. A training factory for the army, the army clothing

¹Data are from Brotherhood of Locomotive Firemen and Enginemen's Magazine (Cleveland), January, 1925; and Canadian Labor Gazette (Ottawa), December, 1924.

²International Labor Office. Industrial and Labor Information, Geneva, Nov. 17, 1924, p. 7.

factory, and the soldier apprentice corps are all located in Taiyuen, the capital of the Province. Soap, candles, boots, ribbon, tooth powder, and iron and wood work are manufactured in the training factory and are sold either directly by the factory or to local retailers. Clothing and other equipment for the army are made at the army clothing factory, and, as the output is greater than can be used by the Shansi troops, the surplus articles, such as leather, are sold to the local shoemakers at reduced prices. The soldier apprentice corps consists of men drafted from the different units to learn a trade and has a workshop which manufactures various articles and the members are also taught occupations such as animal husbandry and gun making. The latter department is said to be turning out excellent service rifles, and for each rifle manufactured a bonus of \$8 is paid by the Shansi officials to the workers. An electric-light plant manned entirely by soldiers has recently been installed, which competes with the city electric company.

Establishment of Employment Bureau in India

A COMMUNICATION from the United States consul at Calcutta, under date of October 23, 1924, states that unemployment is attracting a growing amount of attention in India, especially unemployment among industrial and clerical workers. To meet the situation, an employment bureau is being established by the Central Labor Board for the purpose of finding suitable positions for skilled laborers. "The object of this bureau is to act as an agency to which persons out of employment may appeal. It is also intended to substitute a regular fee of reasonable amount in the place of the elastic commissions now charged by privately conducted agencies."

Japanese Survey of Labor Conditions

ACCORDING to The Trans-Pacific, Tokyo, October 25, 1924 (p. 14), a survey of labor conditions throughout Japan was begun in the early part of October. The study is under the direction of the social work bureau of the Department of Home Affairs and will be carried on by the prefectural governors, who will report on conditions in their Provinces. Data will be secured relating to the kinds of factories, number of employees, working hours, rest hours, holidays in each month, wages, efficiency of the workers, and ages and social conditions. All factories employing more than 30 workers will be visited and questionnaires distributed to the employees for them to fill in and return to the authorities.

PUBLICATIONS RELATING TO LABOR

Official—United States

ARKANSAS.—Bureau of Labor and Statistics. *Wage earning women. Little Rock, 1924. 28 pp. Bulletin No. 3.*

Contains a summary of the number of women engaged in gainful pursuits in Arkansas, with some discussion of the conditions prevailing in different industries, the difficulties in the way of enforcing State laws regarding women's employment, good and bad features of different occupations, and the like. A table is given showing that inspections were made of 772 establishments, employing 4,854 women, of whom 703 were colored. The lowest average minimum weekly wage (found by averaging the "lowest wage paid for a full week's work in each separate establishment" inspected in a given industry) was \$3.26 in cotton mills and the highest average maximum was \$30 in millinery. The colored women were employed mainly in laundries and in hotels and restaurants, and in these the average minimum weekly rates were \$7.91 and \$7.51, respectively, while the average maximum rates were \$11.18 and \$9.87, respectively.

Law violations were most frequent in mercantile establishments, hotels and restaurants coming next. In both, the laws limiting the employment of women to 54 hours and 6 days a week are the hardest to enforce. The minimum wage law does not present the same difficulty. In Little Rock and Fort Smith, where a minimum wage of \$10 per week for inexperienced and \$11 for experienced women employed in retail stores was ordered in 1922, only one case of violation is known, and the general sentiment of employers supports the law warmly.

Employers in stores of Little Rock and Fort Smith have stated that the higher minimum wages give them the choice of a more efficient class of women, and that they are getting better service than when they were employing girls at \$6 per week. Some of the better-class stores do not consider the present minimum high enough to properly maintain a woman. One department store at Fort Smith, long established and of high standing, employing 75 women, showed only one girl on the pay roll receiving less than \$12 a week, according to the inspector.

CALIFORNIA.—Industrial Accident Commission. *Report from July 1, 1922, to June 30, 1923. Sacramento, 1924. 30 pp.*

A summary of this report is given on pages 149 and 153 of this issue of the

MONTHLY LABOR REVIEW.

MISSOURI.—Board for Vocational Education. *Report, July 1, 1922, to June 30,*

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MISSOURI.—Board for Vocational Education. *Report, July 1, 1922, to June 30, 1924. Jefferson City, 1924. 67 pp. Illustrated. Bulletin No. 16.*

In addition to a financial statement, the report gives some account of the work done along the lines of education in agricultural, trade, and industrial subjects, home economics, and vocational rehabilitation. During the period covered, 249 persons registered for vocational rehabilitation, of whom 41 had been incapacitated by industrial accidents, 87 by public accidents, and 109 by disease, while 12 were cases of congenital disability. Fifty-three were rehabilitated by placement, 57 after school training, and 22 after employment training.

Twenty-two were not susceptible of rehabilitation, 15 were not eligible, and 68 rejected the service offered. At the end of June, 1924, there were 129 cases remaining on the live roll.

MISSOURI—Bureau of Mines, Mining and Mine Inspection. *Thirty-sixth annual report, for the year ending December 31, 1923.* [Jefferson City, 1924.] 50 pp.

NEW YORK.—Department of Labor. *Analysis of workmen's compensation cases closed July 1, 1922, to June 30, 1923.* Albany, 1924. 333 pp. *Special bulletin No. 126.*

This bulletin is summarized briefly on pages 163 to 165 of this issue of the MONTHLY LABOR REVIEW.

— — — [Bureau of Research and Codes.] Division of Industrial Hygiene. *An analysis of 100 accidents on power punch presses with suggestions as to the installation of suitable guards on such machines.* [Albany], 1924. 27 pp. *Illustrated. Special bulletin No. 131.*

— — — — — *A study of hygienic conditions in steam laundries and their effect upon the health of workers, by May R. Mayers, M. D.* [Albany], 1924. 110 pp. *Special bulletin No. 130.*

A summary of this bulletin is given on pages 152 to 155 of this issue of the MONTHLY LABOR REVIEW.

— — — — — *Dust collecting systems adapted for use in connection with the granite cutting industry.* [Albany], 1924. 31 pp. *Illustrated. Special bulletin No. 128.*

The different types of dust-collecting systems in granite-cutting establishments are described in this bulletin, the descriptions being supplemented with drawings and photographs.

— — — — — *Health hazards of wet grinding.* [Albany], 1924. 56 pp. *Illustrated. Special bulletin No. 129.*

The question of the best methods of insuring protection to workers engaged in grinding and cutting articles on abrasive wheels or wheels on which a cutting or polishing compound is used in connection with a lubricant forms the subject of this bulletin. The illustrations show faulty methods of grinding and devices of various degrees of efficiency for the removal of the dust and water.

— — — Bureau of Women in Industry. *The trend of child labor in New York State; supplementary report for 1923.* Albany, 1924. 8 pp. *Special bulletin No. 132.*

In 1923 this bureau published a bulletin on the trend of child labor in New York State, 1910 to 1922 (reviewed in the MONTHLY LABOR REVIEW for April, 1924, pp. 102-103), to which this is a supplement bringing the data there given down to the end of 1923. The three tests of the number of children at work are the number of employment certificates issued, the number of children attending school, and the number of child-labor law violations. As compared with 1922, the number of children taking out regular employment certificates increased by approximately 4,000 in New York City and 7,000 in the remainder of the State. The number of vacation certificates also increased, though to a much smaller extent. In both cases "the increase is much heavier in the up-State localities than in New York City."

Compared with the 1922 figures, the number of children attending school showed an increase of 1.6 per cent in the elementary and vocational schools and of 12.1 per cent in the high schools. Attendance at high school is not compulsory, so the latter figures are more indicative than those for the elementary schools. The gain is attributed to "the influence of the continuation school as a deterrent against premature school leaving * * *. That is, children, when faced with the obligation of attending continuation school while employed, have decided to defer the time of leaving school and to remain in the regular full-time school."

The figures concerning child-labor law violations cover the year ending June 30, 1924. As compared with the preceding year there was an increase of 585 in these violations, 4,146 children having been found illegally employed. "The number and rate of increase in violations of the hour law far outstripped that of any other type of violation, with illegal employment of children in tenement homes next in importance in proportional increase."

PENNSYLVANIA.—Department of Labor and Industry. *Safety standards for elevators, escalators, dumb-waiters, and hoists. Rules 214 to 265, inclusive. [Harrisburg, 1924.] 115 pp.*

These safety standards established by the industrial board of the Pennsylvania Department of Labor and Industry for elevators and other lifting apparatus became effective December 15, 1924.

WYOMING.—Workmen's Compensation Department. *Eighth report, 1923, and first report of Wyoming Peace Officers' Indemnity Fund, April 1 to December 31, 1923. [Cheyenne, 1924.] 165 pp.*

Data from these reports are published on pages 166 and 167 of this issue of the MONTHLY LABOR REVIEW.

UNITED STATES.—Congress. Senate. Committee on Immigration. *Japanese immigration legislation. Hearings on S. 2576, a bill to limit the immigration of aliens into the United States, and for other purposes, March 11, 12, 13, and 15, 1924. Washington, 1924. iii, 170 pp. 68th Cong., 1st sess.*

— Department of Agriculture. *Agricultural cooperation in Denmark, by Chris L. Christensen. Washington, 1924. 88 pp. Illustrated. Department bulletin No. 1266.*

Detailed account of the history, development, and organization of the various types of Danish agricultural cooperative societies—dairies, bacon factories, egg and cattle export associations, cattle-breeding associations, credit societies, etc.

— Department of Commerce. *Twelfth annual report of the Secretary of Commerce for the fiscal year ended June 30, 1924. Washington, 1924. vi, 202 pp.*

One section of the report deals with the accomplishments of the department in the elimination of national waste arising from unemployment during business depressions, from speculation, and from overproduction in booms, the waste due to labor turnover and labor conflicts, to intermittent and seasonal production, to excessive variation in products, to loss of materials arising from inefficient methods and by fire, and to the waste of human life.

— Bureau of the Census. *Biennial census of manufactures, 1921. Washington, 1924. xii, 1625 pp.*

Besides the regular production statistics the report contains chapters on number of persons employed and hours of labor.

— Department of Labor. *Twelfth annual report of the Secretary of Labor, for the fiscal year ended June 30, 1924. Washington, 1924. v, 225 pp.*

A summary of the recommendations contained in this report is given on pages 15 and 16 of this issue of the MONTHLY LABOR REVIEW.

— Bureau of Labor Statistics. *Productivity costs in common-brick industry, by William F. Kirk. Washington, 1924. iii, 71 pp. Bulletin No. 356. Wages and hours of labor series.*

— Women's Bureau. *Sixth annual report for the fiscal year ended June 30, 1924. Washington, 1924. 19 pp.*

A review of this report is given on pages 101 and 102 of this issue of the MONTHLY LABOR REVIEW.

Official—Foreign Countries

AUSTRALIA (NEW SOUTH WALES).—Registry of Friendly Societies. *Report for the 12 months ended June 30, 1923. Sydney, 1924. 20 pp.*

Data concerning trade-unions, from this report, will be found on page 190 of this issue of the MONTHLY LABOR REVIEW.

AUSTRALIA (QUEENSLAND).—Department of Labor. *Report for year ended June 30, 1924.* Brisbane, 1924. 38 pp.

Registered factories throughout the State of Queensland show an increase of 135, and registered shops an increase of 259 over the figures for the previous year. A total of 83,806 workers registered at the State labor exchanges, of whom 42 per cent had dependents. Positions were found for 14,061. The registration was abnormally heavy, because under the unemployment insurance act, which came into operation during the year, benefits were payable only to those who registered as unemployed. The practice of providing fares for persons seeking employment has been continued, and is looked upon as justifying itself. "Rail fares amounting in value to £5,392 5s. 9d. were issued during the year to enable persons to proceed to employment, or in search of employment, within the State, and of this issue refunds amounting to £2,986 18s. 2d. have been collected up to June 30 last, and a considerable amount of the balance outstanding may be regarded as likely to be refunded."

— Government Insurance Office. *Eighth annual report, for the year ended June 30, 1924.* Brisbane, 1924. 38 pp.

The reports for the year, covering all forms of insurance, show a satisfactory increase in work done and revenue secured. An excellent amount of new business was secured, renewals were maintained at a good rate, and the cost of administration was reduced. "During the year, surplus funds of £240,000, apart from loans on mortgage and loans on life policies, have been invested at satisfactory rates of interest."

— (SOUTH AUSTRALIA).—Factories and Steam Boilers Department. *Report for year ending December 31, 1923.* Adelaide, 1924. 16 pp.

— (WESTERN AUSTRALIA).—Registrar of Friendly Societies. *Report of proceedings for the year ended June 30, 1924.* Perth, 1924. 20 pp.

The societies showed a general growth in 1923, the average membership for the year being 19,309 against 18,986 in 1922, total receipts being £50,644 against £48,575 in 1922, and the amount expended in sick pay and funeral benefits £21,472 against £20,800 in 1922. Attention is called to the fact that as the movement grows older the sickness and mortality claims inevitably increase.

CANADA (ONTARIO).—Department of Labor. *Fourth annual report, 1923.* Toronto, 1924. 99 pp.

The report deals with industrial accidents, factory inspection, the operations of the employment service, and the administration of the stationary and hoisting engineers act and the steam boiler act. A total of 4,788 industrial accidents was reported in the Province in 1923, 71 of which were fatal, as compared with 3,416 accidents, with 45 fatalities, in 1922.

CEYLON.—*Annual general report for 1923.* Colombo, 1924. 128 pp. Maps and diagrams.

The portion of this report dealing with Indian immigrant labor in Ceylon is summarized on page 205 of this issue of the MONTHLY LABOR REVIEW.

— Department of Census and Statistics. *The Ceylon blue book, 1923.* Colombo, 1924. [Various paging.] 14 diagrams.

A statistical presentation of data relating to the population of Ceylon and its financial, social, economic, and industrial life, including wages, cost of living, and cooperative societies.

CUBA.—Secretaria de Hacienda. Seccion de Estadistica. *Comercio exterior, año natural de 1923 y primero y segundo semestres del año fiscal de 1922 a 1923.* Havana, 1924. xviii, 316 pp. Charts.

Statistics of foreign commerce of Cuba, including immigration statistics, for the last half of 1922 and the calendar year 1923. During the year 1923, 75,461 immigrants arrived in Cuba, of whom 63,348 were men and 12,113 women. This

represents an increase of 49,468 over the 1922 figures. Of the entire number 71,148 were between 14 and 45 years of age. The largest number (46,466) were from Spain, 10,966 were from Haiti, 6,127 from Jamaica, and 4,475 from France. As to occupation, the majority (45,040) were day laborers.

DENMARK.—[Indenrigsministeriet.] *Arbejderforsikrings-Raadet. Beretning for aarene 1922 og 1923. Copenhagen, 1924. 300 pp.*

Report by the Danish Workmen's Compensation Board on operations of the Danish workmen's compensation act in 1922 and in 1923. A summary of this report appears on page 167 of this issue of the MONTHLY LABOR REVIEW.

— *Statistiske Departement. Husleje og Boligforhold, November, 1923. Copenhagen, 1924. 103 pp. Statistiske Meddelelser, 4. Række, 70. Bind, 5. Hæfte. Danmarks statistik.*

A report issued by the Statistical Department of Denmark on rents and housing conditions in Denmark, November, 1923.

DUTCH EAST INDIES.—Departement van Landbouw, Nijverheid en Handel. Statistisch Kantoor. *Statistical abstract for the Netherlands East Indies, year 1922-1923. First part. [Buitenzorg?], 1924. xix, 215 pp. In English and Dutch.*

A statistical abstract for the Dutch East Indies containing statistics on industrial education, native landownership, people's banks, prison labor, labor inspection and recruiting of coolies, and the mining industry.

GREAT BRITAIN.—Registry of Friendly Societies. *Reports for the year ending December 31, 1922. Part D: Building Societies. London, 1924. xi, 51 pp.*

Some data from this report are given on page 148 of this issue of the MONTHLY LABOR REVIEW.

INDIA (BOMBAY PRESIDENCY).—Factory Department. *Annual factory report, 1923. Bombay, 1924. 67 pp.*

Some of the data contained in this report are given on pages 19 and 20 of this issue of the MONTHLY LABOR REVIEW.

— (BURMA).—Chief Inspector of Factories. *Annual report on the working of the Indian factories act 1911, in Burma for the year 1923. Rangoon, 1924. 58 pp.*

Data from this report are given on pages 18 and 19 of this issue of the MONTHLY LABOR REVIEW.

INTERNATIONAL LABOR OFFICE.—*Enquête sur la production. Rapport general. Paris, 5 Rue des Beaux-Arts (VI^e), 1923 and 1924. Tome I, xxviii, 444 pp.; Tome II, 1356 pp.; Tome III, 1021 pp.; Tome IV (en deux volumes), premier volume, 882 pp.*

The study of production in European and other countries was undertaken by the International Labor Office in 1920. In Volume I the general economic situation and the need for increased production are reviewed and the scope of the survey, the questionnaires used, and the replies received from the various governments and employers' and workers' organizations are given. Volume II contains a comparative study of production of coal, metals, chemicals, agricultural, and other primary products and a study of the output per worker in various countries. Volume III covers the crises in the production of raw materials and in the means of production, the transportation crisis, the lack of capital and of markets, the unfavorable exchange, and other general factors in the reduced production of the various countries. The first part of Volume IV takes up the changes in population as an immediate result of the war, the number of invalids totally incapacitated for work, and the handicapped; new classes of workers and their occupational value; the crisis in occupational training and the lack of labor; and changes in the conditions of living of workers, including food supply, housing, and wages, and their relation to the cost of living.

INTERNATIONAL LABOR OFFICE.—Latvia. *Order: Hours of work on railways. Geneva, 1923. 6 pp. Legislative series, 1923—Lat. 2.*

This order classifies the hours of work of railway employees which in general are fixed at eight hours per day. A table is given by which nominal work (the time during which an employee is present at the work place under orders of the railway but not performing actual work), is converted into net hours of work, and defines the hours which go to make up a working turn.

— League of Nations. Mandated territory of French Togoland. *Order: Contract of work. Geneva, 1923. 4 pp. Legislative series, 1923—L. N. 6.*

Order No. 119 of the Administrator in Chief of the Colonies instituting contracts of work and workbooks and registers of workers in Togoland. The order provides the forms for work contracts covering wages and working conditions and specifies that the employer shall provide medical attendance for any illness contracted in connection with a worker's employment, and fixes the amount to be paid in case of dismissal for any other reason than insubordination, refusal to work, or sabotage.

— — Saar Territory. *Order: Trade disputes. Geneva, 1924. 2 pp. Legislative series, 1924—L. N. 1.*

This order, which supplements section 152 of the Industrial Code, specifies conditions governing the participation of individuals or groups of individuals in trade disputes.

ITALY.—Cassa Nazionale d'Assicurazione per gl'Infortuni sul Lavoro. *Bilancio consuntivo dell'esercizio 1922, gestione infortuni nell'agricoltura. Rome, 1923. 11 pp. Tables. Nuova serie N. 32-bis.*

The annual financial report for the year 1922 of the agricultural department of the Italian National Workmen's Accident Insurance Fund.

— — *Bilancio consuntivo dell'esercizio 1922, gestione infortuni nell'industria. Rome, 1923. 12 pp. Tables. Nuova serie N. 32-bis.*

The annual financial report for the year 1922 of the industrial department of the Italian National Workmen's Accident Insurance Fund.

NETHERLANDS.—Departement van Arbeid, Handel en Nijverheid. *Centraal verslag der arbeidsinspectie in het Koninkrijk der Nederlanden over 1922. The Hague, 1924. [Various paging.] Illustrated.*

Annual report of the Netherlands factory inspection service on its activities during the year 1922 in enforcing various labor laws.

— — *Verslag over het haventoezicht uitgeoefend in 1923. The Hague, 1924. viii, 54 pp.*

The annual report for the year 1923 on the activities of the Netherlands harbor inspection service. These activities cover the enforcement of the dock labor law, and of the decrees on the safety of stevedores and on the hours of labor of dock workers, the investigation and reporting of accidents occurring in harbor work and in inland navigation, and the compilation of statistics of the movement of vessels and of the number of dockworkers employed in the individual harbors.

— [Ministerie van Binnenlandsche Zaken en Landbouw.] Central Bureau voor de Statistiek. *Verslag over het jaar 1923. The Hague, 1924. 23 pp.*

Annual report of the Central Statistical Office of the Netherlands on its activities during the year 1923. These activities included publication of the annual statistical yearbook of the Netherlands proper for 1922 and of the Netherlands colonies for 1921; the monthly statistical magazine "Maandschrift"; and statistics of strikes and lockouts (1922), trade-unions, wages and hours of labor, collective agreements, savings and loan banks, prices and cost of living, and production and consumption.

NETHERLANDS.—[Ministerie van Binnenlandsche Zakenen Landbouw. Centrale Commissie voor de Statistiek. *Jaarverslag over het jaar 1923. The Hague, 1924. 46 pp.*

Annual report on the activities during 1923 of the Central Statistical Commission of the Netherlands, an advisory body on statistical questions to the different ministries.

— (AMSTERDAM).—Gemeente Arbeidsbeurs. *Verslag over het jaar 1923. Amsterdam, [1924]. 56 pp. Verslagen van de bedrijven, diensten en commissiën der gemeente Amsterdam, No. 2.*

Annual report of the labor exchange of the city of Amsterdam for the year 1923. This brochure describes the organization of the exchange and its activities. During the year under review the exchange placed in employment 24,415 male and 22,633 female applicants for work.

NORWAY.—[Departementet for Sociale Saker.] Riksforsikringsanstalten. *Sykeforsikringen for året 1923. Christiania, 1924. 82 pp. Norges offisielle statistikk, VII, 140.*

Report by the State Insurance Institute of Norway on operations of the sick funds in Norway in 1923.

SWEDEN.—[Socialdepartementet.] Riksförsäkringsanstalten. *Olycksfall i arbete år 1921. Stockholm, 1924. 52 pp. Sveriges officiella statistik. Socialstatistik.*

Report of the State Insurance Institute of Sweden on industrial accidents in Sweden in 1921, based on statistical data of the State Insurance Institute and the mutual insurance companies. A summary of this report is given on page 160 of this issue of the MONTHLY LABOR REVIEW.

SWITZERLAND.—Caisse Nationale Suisse d'Assurance en Cas d'Accidents. *Rapport annuel et comptes pour l'exercice 1923. [Lucerne?], 1924. 61 pp.*

Annual report of the Swiss National Accident Insurance Fund for the year 1923, containing decisions of the administrative council of the fund and operation and financial statistics.

— (BERN).—Statistisches Amt. *Halbjahresbericht über die Bevölkerungsbe-
wegung und die wirtschaftlichen Verhältnisse der Stadt Bern. Vol. 6, No. 1.
Bern, 1923. 106 pp.*

The semiannual report of the municipal statistical office of the city of Bern, Switzerland, on the population movement and the economic conditions of the city, covering the year 1923. Of interest to labor are the data on building activity and the housing market, prices and cost of living, and the labor market.

TASMANIA.—Industrial Department. *Ninth annual report, for 1923-24, on
factories, wages boards, shops, etc. Hobart, 1924. 23 pp.*

The total number of factory employees for the year ending June 30, 1924, was 10,275, of whom 8,069 were males and 2,206 were females. The factory inspection force reported 160 cases in which it was necessary to issue orders for rectifying undesirable conditions in factories, as compared with 272 in the preceding year. Hours of work in factories ranged from 44 to 48 per week, the latter figure being the most common. The list of wage and hour determinations issued by the wages boards shows a wider range, the hours varying from 36 to 84 per week. Few, however, except those in personal and domestic service, agricultural pursuits, and such occupations as cab driving or garage work, had a week exceeding 48 hours.

Unofficial

ALLGEMEINER DEUTSCHER GEWERKSCHAFTSBUND. *Jahrbuch, 1922. Berlin,
Verlagsgesellschaft des Allgemeinen Deutschen Gewerkschaftsbundes, 1923.
256 pp.*

The yearbook of the General Federation of German Free [Social-Democratic] Trade-Unions for the year 1922. The volume first reviews political and economic conditions in Germany (demands of the workers with respect to maintenance

of the Republic, the labor market and unemployment, popular nutrition, cost of living, the struggle against the high taxation of workers' earnings, reconstruction, reparation, and the international economic conference at Genoa), then considers social legislation (struggle for the eight-hour day, hours of labor and nightwork in bakeries, hours of labor of railway men, ratification of the conventions of Washington and Genoa, arbitration law, law making collective agreements generally binding, regulation of employment exchanges, unemployment insurance, bills on labor courts, socialization commission, social insurance, and national and district economic councils). Statistics of the membership and finances of the individual affiliated federations and councils and of the wage actions and results thereof follow. Next are discussed the activities of the federation during several large strikes, problems of organization, educational activities, protective measures for building-trades workers, workers in the factory-inspection service, the finances of the General Federation, various relief actions, emigration of German workers, congresses, conferences, and general meetings, the international trade-union movement and its action against war and militarism, the International Labor Office, the Central Joint Industrial Council, the Central Office for Works Councils, and the Central Labor Secretariat.

AMALGAMATED ASSOCIATION OF IRON, STEEL, AND TIN WORKERS OF NORTH AMERICA. *Proceedings of 49th annual convention, Pittsburgh, Pa., April 1-19, 1924. Pittsburgh, 1924. Journal of proceedings, Vol. II, No. 4, pp. 522-736.*

Among the matters before the convention was that of the various wage scale agreements and changes desired therein. The resolutions passed by this convention included one indorsing labor colleges and pledging financial assistance to those already established, and one recognizing the benefits to organized labor of workers' cooperative banks.

AMERICAN FEDERATION OF LABOR. Georgia branch. *Proceedings of the twenty-sixth annual convention, held in Atlanta, Ga., April 16 to 18, 1924. Atlanta, 1924. [Various paging.]*

— New York branch. *Official proceedings sixty-first annual convention, Schenectady, August 26-28, 1924. Albany, 1924. [Various paging.]*

— Oklahoma branch. *Official proceedings of the twenty-first annual convention, September 15 to 17, 1924, Muskogee, Okla. Oklahoma City, 1924. 40 pp.*

AMERICAN MANAGEMENT ASSOCIATION. *Evaluating personnel work in industry, by Arthur H. Young. New York, 20 Vesey Street, 1924. 12 pp.*

This address on the value of industrial personnel work, giving a number of practical examples of methods of employing and managing workers, was delivered at the Swampscott conference of the American Management Association in September, 1924.

— *Methods of measuring personnel effort, by W. W. Charters and I. B. Whiteley. New York, 20 Vesey Street, 1924. 23 pp.*

This report, which forms part of the 1924 research program of the American Management Association, outlines the methods to be followed in measuring the effects of the personnel work of a company.

BELLERBY, J. R. *The controlling factor in trade cycles. Bungay, England, Richard Clay & Sons (Ltd.), printers, [1923?]. 51 pp.*

The existing literature on the phenomena of trade cycles has been examined by the writer for the purpose of drafting a theory which would seem to bring together those elements and solutions which have secured general agreement. In conformity with this idea a skeleton plan is advanced based on the theory that for any scheme to be practical it must be almost universal in application and therefore must be the subject of a draft convention agreed to by the various governments.

BRAUER, TH. *Krisis der Gewerkschaften*. Jena, Gustav Fischer, 1924. 54 pp. *Zweite auflage*.

A monograph on the crisis in the German trade-union movement. The author discusses the aspects and causes of the crisis and ways for its adjustment. He comes to the conclusion that the crisis may be beneficial to the German trade-unions by causing a reaction from their present artificial inflation.

CARNEGIE ENDOWMENT FOR INTERNATIONAL PEACE. Division of Intercourse and Education. *An analysis of the American immigration act of 1924*, by John B. Trevor. New York, 407 West 117th Street, September, 1924. *International Conciliation*, No. 202, pp. 375-446.

The general immigration policy of the United States and the specific provisions of the immigration act of 1924 are analyzed by the writer with the purpose of presenting the facts in such a way that an unbiased judgment may be formed by the reader. The pamphlet includes in its appendixes the text of the act, a study of the population of the United States, texts of the notes exchanged between the Governments of Japan and the United States, and the statement issued to the press by President Coolidge, May 26, 1924.

— [Division of Economics and History]. *Bibliographie der Wirtschafts- und Sozialgeschichte des Weltkrieges umfassend die Erscheinungen in deutscher Sprache über die gemeinsame Kriegswirtschaft der österreichisch-ungarischen Monarchie, die besondere Kriegswirtschaft Österreichs 1914-1918 und die Nachkriegswirtschaft der Republik Österreich 1918-1920*, von Dr. Othmar Spann. Vienna, Hölder-Pichler-Tempsky A. G., 1923. xii, 167 pp. *Wirtschafts- und Sozialgeschichte des Weltkrieges, österreichische serie*.

One of a series relating to the economic and social history of the World War published by the Carnegie Endowment for International Peace. This volume is a bibliography of all German language publications on the war economy of the Austro-Hungarian Monarchy and of Austria during 1914-1918, and on the post-war economy of the Austrian Republic during 1918-1920. Of interest to labor are those parts of the bibliography that relate to price regulation, food supply, nutrition, labor conditions, social insurance, housing, prices, and cost of living.

CLARK, JANET HOWELL. *Lighting in relation to public health*. Baltimore, Williams & Wilkins Co., 1924. 185 pp.

This study takes up the medical and physiological aspects of the science of illumination. In addition to consideration of the problems of school and factory lighting and the question of the factors which make for sufficient illumination with the elimination of glare, there is a discussion of occupational eye diseases resulting from low illumination, the pathological effects of radiant energy on the eye, occupational eye diseases attributed to excessive heat and light, and protective glasses and glasses for refractive errors.

COLUMBIA UNIVERSITY. *Farmers and workers in American politics*, by Stuart A. Rice. New York, Longmans, Green & Co., 1924. 231 pp. *Studies in history, economics, and public law*, Vol. CXIII, No. 2.

The possibility of a permanent farmer-labor alliance in American politics growing out of the present farmer-labor movement in the Middle West forms the subject of this study. The writer considers that the primary question is whether farmers and industrial workers are likeminded or are mutually antagonistic upon political questions, and his analysis is based upon public records of political behavior, especially upon election returns and the voting records of farmer and labor members of legislative bodies. A section is also devoted to a review of economic, biologic, and cultural factors which might be expected to produce similar viewpoints or hostility between the two groups.

CONSULTATIVE COMMITTEE OF WOMEN'S ORGANIZATIONS. Housing Subcommittee. *The housing problem; a statement of the present position*. London, 1924. 64 pp. *Revised ed.*

A brief review of the housing situation in England, with an account of the various efforts to improve it, both before and after the war.

CRAWFORD, M. D. C. *The heritage of cotton, the fibre of two worlds and many ages.* New York, G. P. Putnam's Sons, 1924. xix, 244 pp. Illustrated.

This volume, which records the history of cotton, its spinning and weaving, and the influences of different arts in designs for cotton fabrics in many countries, treats of the development of the industry in this country and deals briefly with the labor problem.

DEUTSCHER HOLZARBEITER-VERBAND. *Jahrbuch, 1922-23.* Berlin, Verlagsanstalt des deutschen Holzarbeiter-Verbandes, 1924. 285 pp.

The yearbook of the German Woodworkers' Federation for the years 1922 and 1923. The first part of the volume is given over to a review of economic conditions in the world in general (international wholesale price and unemployment statistics) and in Germany in particular (currency inflation, wholesale prices, cost of living, etc.). Next comes a discussion of economic conditions in the German lumber and woodworking industries (imports and exports of lumber, prices of domestic lumber, employment in the woodworking industries, per cent which wages form of the cost of production, and exports of wooden ware). The remainder of the volume is devoted to a report on the affairs of the federation during the years under review, such as wage struggles, conclusion of collective agreements, wage statistics, administration and membership of the federation, propaganda, juvenile departments, works councils, regulation of contributions and benefits, finances, unemployment among members, and reports of district and trade councils.

DUBREUIL, H. *La république industrielle.* Paris, 15 Rue de Cluny, [1924?] 317 pp.

The writer attempts to discover the fundamental reasons for labor unrest and discontent and offers as a solution of the problem the organization of an industrial republic founded on self-governing groups in industrial undertakings.

FAULKNER, HAROLD UNDERWOOD. *American economic history.* New York, Harper & Bros., 1924. 721 pp. Harper's historical series.

The events of American history are interpreted in the light of economic conditions, taking up first the physiographic factors and natural resources of the country and conditions of agriculture, industry, and commerce in colonial times. The second part, covering economic independence and the advance to the Pacific, treats of the events following the Revolution up to the time of the Civil War, and the third part, dealing with industrial expansion and economic development, covers the Civil War, the agrarian revolution, business consolidation, development of manufacturing, the labor movement, recent economic tendencies, and the World War and reconstruction.

FERENCZI, IMRE. *Die internationale Regelung der kontinentalen Arbeiterwanderungen in Europa.* [Geneva?], 1924. Separatabdruck aus dem *Weltwirtschaftlichen Archiv*, Heft 4, 1924, pp. 427*-460*.

The text of a lecture given by the author before the Hungarian Society on Political Economy at Budapest on February 12, 1924, on the subject of international regulation of labor migrations in Europe.

GROSS, GERHARD. *Ausländische Arbeiter in der deutschen Landwirtschaft und die Frage ihrer Ersetzbarkeit.* Berlin, Verlagsbuchhandlung Paul Parey, 1923. 63 pp.

A monograph dealing with the rôle played by alien workers in German agriculture and the problem of replacing them. The author first shows how greatly German agriculture depended on alien workers in pre-war and in war times, 433,514 having been employed in 1914. In war times their number was increased still more by the large number of war prisoners used in agricultural work (936,000 in October, 1918). Next he discusses the difficulties experienced by Germany in postwar times in securing a sufficient number of alien agricultural workers most of those detained in Germany during the war having returned to their

native countries. A discussion of measures for replacing, by native workers, the alien workers, especially the migratory workers who came to Germany for a few months, follows. Among the measures proposed are: Stricter enforcement by the Government of the permit system, refusal to employ alien workers on State farms, legal provision for equal pay to alien and native workers, employment of urban unemployed on farms, making farm work more attractive for farmers' sons and daughters, promotion of building of suitable dwellings for farm help, settlement of agricultural workers, adjustment of wages to output, changes in the system of operation, and increased use of labor-saving machinery.

GRUBER, JOSEF. *Czechoslovakia: A survey of economic and social conditions.* New York, Macmillan Co., 1924. xix, 256 pp.

A survey of present-day social and industrial conditions in Czechoslovakia. It covers the fields of population, agriculture, forestry, land reform, coal, water power, industries, foreign trade, commercial and customs policy, railways, postal service, banking, currency, Government finance, labor legislation, social and child welfare work, housing, and crime. Each of these subjects is dealt with in a separate chapter written by some high Government official, university professor, banker, or industrialist.

HANSSON, SIGFRID. *Den svenska fackföreningsrörelsen.* Stockholm, 1923. 335 pp. *Landsorganisationens skriftserie IX.*

Report on the trade-union movement in Sweden. Data on collective agreements taken from this report were published in the MONTHLY LABOR REVIEW for December, 1924 (pp. 91-96).

HART, SCHAFFNER & MARX. *Unemployment relief in Great Britain: A study in State socialism, by Felix Morley.* Boston, Houghton Mifflin Co., 1924. xviii, 203 pp. *Prize essay XXXVIII.*

In no country have as great efforts been put forward to meet the unemployment problem as in Great Britain, and as a result of the postwar depression the system there has been put to an acid test. For this reason this study, which has for its purpose the forwarding of the rational relief of unemployment, deals mainly with the British system. The writer shows the defects of the system and points out in broad outline the method which he thinks should be followed in dissociating unemployment insurance from State operation.

— *Usury and usury laws, by Franklin W. Ryan.* Boston, 1924. xxxi, 249 pp. *Prize essay XXXIX.*

This volume is offered as a juristic-economic study of the effects of laws fixing maximums for loan charges on lending operations in the United States. Considerable historical matter is given on the subject of money lending, usury, and small-loan legislation. A distinction is made between legal usury, "which is simply taking more than the law allows," and moral usury, "which is taking advantage of the ignorance or necessitous condition of the needy borrower." The latter is the evil to be cured. The ineffectiveness of usury laws to override economic principles and considerations, and their needless interference in fields to which statutory control can not properly extend, are offered among the reasons why present usury laws should be repealed. Failing to distinguish between kinds of loans and their purpose, they have had a detrimental effect on business relations; while those laws which have regard for the duration, purpose, amount, and security of loans should be extended so as to meet the needs of persons requiring loans for consumptive purposes and other special classes. The uniform small-loan law that has been adopted in a number of States contains excellent administrative features, and its adoption should be extended. An administrative tribunal with powers to fix and revise the rates on different types of loans as circumstances may require, with powers to sit as a court where desirable, is offered as an ideal system. Perhaps the nearest approach at the

present time is the administrative functions of the supervisor of small-loan agencies in Massachusetts. Successful systems in use in England, India, and Germany, though of service in their respective fields, it is stated, would be neither possible nor suitable in this country at the present time. Usury laws are not beneficial to farmers nor to commercial and investment interests. The new Federal agricultural credit systems are offering helpful suggestions and devices by way of lowering risks, improving credit standings, and promoting the flow of capital into farm loans.

A realization of the effectiveness of these special classes and forms of regulation, it is believed, will hasten the day of the repeal of the detrimental and mischievous usury laws that have come down from the past.

HEDEMANN, JUSTUS WILHELM. *Lohnzahlung bei Arbeitsverhinderung*. Jena, Gustav Fischer, 1923. 49 pp.

An essay, by the judge of a German court of appellate jurisdiction, on the legal aspects of the problem of employers' liability for wages in cases of involuntary interruptions of employment such as those caused by lack of fuel, a partial strike, etc.

INTERNATIONAL FEDERATION OF TRADE-UNIONS. *Social legislation*, by J. Oudegeest. Amsterdam, 1924. 103 pp.

A review of social legislation in the various countries from the trade-union point of view, and the international trade-union program for reforms in the field of the right of combination, hours of labor, workers' housing, social insurance, and works councils. The program for international social legislation adopted by the International Trade-Union Congress at Vienna, 1924, a list of the acts of violence against trade-unions committed by the Fascisti in various Italian localities, and a list of the States which have established the 8-hour day or the 48-hour week are given in appendixes. Reports by the affiliated national federations in Canada, Czechoslovakia, Denmark, Germany, Great Britain, the Netherlands, Hungary, Italy, Latvia, Palestine, Spain, Switzerland, and Yugoslavia on the position of social legislation in their countries since the war conclude the volume.

INTERNATIONAL TRANSPORTWORKERS' FEDERATION. *Report on activities and financial report for the years 1922 and 1923*. Amsterdam, 1924. 82 pp.

The first part of this report deals with the organizations affiliated with the International Transportworkers' Federation; the composition of the governing bodies of the federation (general council and executive and management committees); the secretariat; relations with affiliated and other international organizations; congresses and conferences; and the action of the federation in certain general movements, in wage struggles in several countries, and in giving financial assistance to the German and Italian trade-unions and the Belgian railroad men. The second part contains the financial report.

L'ISTITUTO NAZIONALE DI CREDITO PER LA COOPERAZIONE. *Nel primo decennio della sua attività, 1914-1923*. Rome, 1924. xiv, 347 pp. Charts.

A detailed account of the first 10 years of operation of the Italian National Coöperative Credit Institute. Certain figures showing number of cooperative societies of various types, taken from this report, are given on page 185 of this issue of the MONTHLY LABOR REVIEW.

JEROME, HARRY. *Statistical method*. New York, Harper & Bros., 1924. xxiv, 395 pp.

The author has avoided complicated mathematical explanations, although the foundation is laid for further study in mathematical statistics. In general the aim of the author was to provide a textbook for students in economics and sociology, and most of the illustrations and exercises are drawn from that field.

Considerable space is devoted to methods of statistical investigation, tabulation, and graphs.

LAUBER, H. *Handbuch der ärztlichen Berufsberatung*. Berlin, Urban & Schwarzenberg, 1923. xxiv, 586 pp.

A handbook of medical vocational guidance published by Dr. Lauber of Vienna in cooperation with other medical authorities of that city. The volume was written as a guide to Austrian school physicians, who are officially charged with the examination of children leaving school, in determining for what occupations the children are physically fit or unfit.

LIPMANN, OTTO. *Das Arbeitszeitproblem*. Berlin, Institut für angewandte Psychologie, 1924. [187 pp.]

A study on the hours-of-labor problem by Dr. Lipmann of the Berlin Institute for Applied Psychology. After discussing the cultural and hygienic maximal working-day the author attempts, on the basis of a wealth of authentic statistics of industrial production in various branches of industry and in various countries during a working-day of varying duration, to establish a formula for an economic optimum working-day, i. e., a working-day in which the daily production (hourly production multiplied by daily hours of labor) reaches its maximum. He comes to the conclusion that the economic optimum working-day is half as long as a working-day that would completely exhaust the worker and that the average hourly production in such an optimum working-day is half as great as the hourly production that could be achieved by the worker in a fully rested state.

LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE. *The rôle of the State in the provision of railways*, by H. M. Jagtiana. London, P. S. King & Son (Ltd.), 1924. xi, 146 pp. *Studies in economics and political science*, No. 73.

The part which the State should play in the development of the railway systems of a country is studied in the light of the experience of England, Prussia, and India, which exemplifies the three methods of railway development. In England the development has been due to private initiative, in Prussia both the State and private enterprise were concerned, and in India the railways have been developed entirely by the State. The author concludes that the question of State operation and control does not admit of one solution, but that each particular case depends upon heredity and on political, social, economic, and financial conditions.

LUCHINGER, A. *Das gewerbliche Schiedsgericht Zürich*. Zürich, Buchhandlung des Schweizer Grütlivereins, 1923. ix, 158 pp.

A monograph on the nature, organization, and procedure of industrial courts in Switzerland in general and in the Canton of Zurich in particular. A bibliography of legal sources and other literature on the above subject is given in an appendix.

NATIONAL CONSUMERS' LEAGUE. *State minimum wage laws in practice set by Felix Frankfurter, Mary W. Dewson, John R. Commons*. [New York?], 1924. [12], 179 pp.

This is a brief prepared on behalf of organizations supporting the Industrial Welfare Commission of California in its contest as to the constitutionality of the minimum wage law of that State. The provisions of the law are considered, and the circumstances surrounding its enactment and operation, with special emphasis on the differences existing between this case and the Adkins case, in which the minimum wage law of the District of Columbia was held unconstitutional. That decision is accepted, but the position is taken that the validity of the California statute is not affected thereby.

The results of the operation of the law are given by means of an inclusive analysis, with supporting statements by individuals and associations representing both employers and employees. Historical and statistical matter present a wide range of data on the law of this State.

The second part of this pamphlet discusses the operation of the minimum wage laws of Wisconsin and Massachusetts, the former somewhat briefly, the latter with greater fullness. There is also a brief statement comparing the conditions in the States named and in the State of Ohio, where the question of the enactment of a minimum wage law has been under consideration. This is prepared by Rachel Gallagher of the Toledo Consumers' League.

Taken altogether, the volume presents a considerable body of material well organized to support the proposition of the desirability, from the standpoint of all parties, of the laws establishing minimum wage rates for women.

NATIONAL INDUSTRIAL CONFERENCE BOARD. *The relation of medicine to industry. Proceedings of the Conference Board of Physicians in Industry, New York City, April 4, 1924. New York, 247 Park Avenue, 1924. v, 88 pp. Special report No. 30.*

These addresses show something of the present status and the accomplishments in the development of health service in industry.

NEDERLANDSCH VERBOND VAN VAKVEREENIGINGEN. *Elfde verslag over het tijdvak 1 Januari 1922 tot 31 December 1923. [Amsterdam, 1924.] 152 pp.*

Eleventh annual report of the Netherlands Federation of Trade-Unions covering the year 1923. The report gives information on the administration, membership, and finances of the federation and of the organizations affiliated with it, and discusses its activities in the struggle against militarism and reaction and in the matter of social and protective labor legislation.

PINOT, ROBERT. *Les oeuvres sociales des industries métallurgiques. Paris, Librairie Armand Colin, 1924. vii, 271 pp.*

This study of the social work of the employers' associations in the French metal industries covers funds for accident insurance, old-age retirement, building and loans, and family allowances, which are maintained by these industries.

POLAK, HENRI. *De Vakvereniging. Een beknopte beschouwing van haar wezen en geschiedenis. Amsterdam, Uitgevers Maatschappij "Elsevier," 1922. 107 pp. Elsevier's Algemeene Bibliotheek, No. 12.*

This volume reviews the development in the Netherlands of the trade-union movement and its various central organizations (Protestant, Catholic, non-sectarian), and discusses the part played by the trade-unions in politics, their international affiliations, and their present most important problems.

POLLAK FOUNDATION FOR ECONOMIC RESEARCH. *The problem of business forecasting, by Warren M. Persons and others. Boston, Houghton Mifflin Co., 1924. xiii, 317 pp. Publications, No. 6.*

A collection of the papers presented at the eighty-fifth annual meeting of the American Statistical Association at Washington, D. C., December 27 to 29, 1923, dealing with business forecasting in factories, retail and wholesale trade, railways, and certain special industries.

PRUETTE, LORINE. *Women and leisure: A study of social waste. New York, E. P. Dutton & Co., 1924. xxiv, 225 pp.*

The author believes that the present-day activities of women do not offer sufficient interest or outlet for their capabilities and that the leisure which came to the great majority of women as a result of the industrial revolution will be used to an increasingly large extent in work outside the home. As a part of the study the answers to various questionnaires regarding the desirability of women working and their ambitions, filled out by both men and women, are used.

RAYNAUD, BARTHÉLEMY. *Guide des syndicats professionnels. Paris, 1924. 201 pp.*

This study gives a summary of legislation relating to French syndicates (employers' and workers' organizations), texts of the principal laws concerning trade-unions, a list of works which should form the foundation of a syndical

library, bills before Parliament on January 1, 1924, statistical information, and a list of institutions founded by employers' and workers' organizations.

REGIONAL PLAN OF NEW YORK AND ITS ENVIRONS. *The printing industry in New York and its environs, present trends and probable future developments, by A. F. Hinrichs. New York, 130 East Twenty-second Street, 1924. 53 pp. 8 diagrams. Economic series, monograph No. 6.*

This monograph on the printing industry of New York and its environs is part of the general study of the conditions in certain important industries, and of the changes that are taking place, which is being made for the purpose of planning for the future growth of the city. The importance of the industry is shown by the fact that approximately 91,000, or 11 per cent, of all the persons engaged in industry in New York City, are in printing establishments. The study shows the concentration of the different branches of the industry in different zones and the striking changes which have taken place recently in the character and location of the land utilized. There has been rapid growth, much change of locations, and some movement out of the city. The question of location has played an important part in recent wage disputes.

— *The tobacco products industry in New York and its environs, present trends, and probable future developments, by Lucy Winsor Killough. New York, 130 East Twenty-second Street, 1924. 58 pp. 12 diagrams. Economic series, monograph No. 5.*

This study of the probable future distribution of the tobacco industry in New York and its environs includes an analysis of the general characteristics of the tobacco industry, general trends in the manufacture of tobacco products, growth and movement in the cigar and cigarette industries, and a brief study of the manufacture of smoking and chewing tobacco and of snuff.

RIVES, PAUL. *La corvée de joie. Paris, 49 Boulevard Saint-Michel, 1924. 211 pp.*

A general review of the problem of employer and employee relations, with particular reference to the effects of the eight-hour day.

RUSSELL SAGE FOUNDATION. *Public employment offices, their purpose, structure, and methods, by Shelby M. Harrison and associates. New York, 1924. xvii, 685 pp.*

Report of a detailed study, not only of public employment agencies as the title implies, but of various private and semipublic agencies, undertaken at the request of practical employment workers. Part one covers the agencies and methods of placement work and the place of the public employment bureau among them; part two, questions of organization and administration of a nation-wide service; part three, questions of organization and operation of the local employment office; and part four, methods of dealing with groups of workers requiring special kinds of service.

SECRÉTARIAT DES PAYSANS SUISSES. *Les salaires agricoles en Suisse, enquête de 1921. Brugg, 1923. 111 pp. Publications du Secrétariat des Paysans suisses, No. 70.*

The results of an investigation of wages of agricultural labor in Switzerland made in 1921 by the Secretariat of Swiss Farmers. It covers permanently employed farm hands, day laborers, and contract workers paid by the job. The wage rates in 1921 are compared with pre-war rates, the former being in most instances twice as high as the latter.

SEIDEL, RICHARD. *Die Betriebsräteschule. Berlin, Verlag der Arbeitsgemeinschaft-1924. 68 pp.*

A booklet intended to explain the nature and object of the German schools for the training of works-council members. The author first discusses the nature and functions of a works council and then shows how the training schools for works council members actually work. He describes the curriculum of the schools

and points out certain principles to be adhered to in the selection of the faculty and of the students.

SOCIETY OF INDUSTRIAL ENGINEERS. Department of Publications. *Reducing the cost of business. Report of proceedings, eleventh national convention, Buffalo, N. Y., April 30, May 1 and 2, 1924.* [Chicago, 608 South Dearborn Street], 1924. 280 pp. Vol. VII, No. 1.

One of the sessions of the convention was given to a consideration of the elimination of unnecessary fatigue in industry, particularly in connection with proper illumination.

STRIEMER, ALFRED. *Der Industriearbeiter.* Breslau, Ferdinand Hirt, 1923. 100 pp. *Jedermanns Bücherei. Abteilung: Sozialwissenschaft und wirtschaftswissenschaft.*

One of a series of popularly written books having as a subject the industrial worker and his problems, such as the present industrial system, the labor market, the class struggle, trade-unionism, works councils, Taylorism, the eight-hour day, labor banks, chambers of labor, etc.

SWINBURNE, J. *Population and the social problem.* London, George Allen & Unwin (Ltd.), 1924. 380 pp.

This is a general discussion of economic and social ills, particularly from the standpoint of the pressure of population.

UNIVERSITÄT LEIPZIG. Instituts für Arbeitsrecht. *Die wirtschaftlichen Selbstverwaltungskörper, ihr Begriff und ihre Organisation, von Dr. Walter Wauer.* Leipzig, A. Deichert'sche Verlagsbuchhandlung, 1923. xx, 100 pp. *Schriften, 2. Heft.*

A monograph on the legal aspects, nature, and organization of the German autonomous economic administrative bodies such as the voluntary and compulsory economic syndicates of war times and the present-day coal, potash, iron, tar, and sulphuric-acid syndicates, the export control boards, etc. These bodies are of interest to labor because representatives of labor must by law be elected to their administrative boards and also because these bodies generally regulate prices. A bibliography and a list of laws and decrees relating to the subject of the monograph preface the volume.

VEREIN HAMBURGER RHEDER. *Bericht des Verwaltungsrats über das Jahr 1923-1924.* Hamburg, 1924. 39 pp.

The annual report of the administrative board of the Shipowners' Association of Hamburg for the year 1923-24. Of special interest to labor are those sections of the report that deal with the economic situation of the German merchant marine; wages and hours of labor of longshoremen; regulations for the coming on land of foreign seamen; reform of the educational and examination system for nautical and technical ships' officers; wages of seamen; equipartisan employment office for seamen; and the seamen's school.

WEBER, ALFRED. *Die Not der geistigen Arbeiter.* Munich, Duncker & Humblot, 1923. 54 pp.

A lecture on the distress of the German intellectual workers, given at the jubilee meeting of the Society for Social Politics on September 21, 1922. As the author sees it, the salvation of the intellectual workers lies in organization on a trade-union basis.

WINKLER, HERBERT. *Die Monotonie der Arbeit.* Leipzig, Johann Ambrosius Barth, 1922. 45 pp. *Schriften zur Psychologie der Berufseignung und des Wirtschaftslebens herausgegeben von Otto Lipmann und William Stern, Heft 19.*

One of a series of monographs on applied psychology, the subject of this particular number being the monotony of labor. The author first discusses theoretically the meaning of monotony, the individual receptiveness of homogeneous impressions, the generation of monotony, and the psychic effect of monotonous labor upon persons with slow or fast receptiveness. He then describes a number

of tests made with an ingenious apparatus showing the actual effect of monotonous labor upon various workers and gives the conclusions arrived at as a result of these tests.

ZAHN-HARNACK, AGNES VON. *Die arbeitende Frau*. Breslau, Ferdinand Hirt, 1924. 94 pp. *Jedermanns Bücherei*. Abteilung: Sozialwissenschaft und Wirtschaftswissenschaft.

A description of the sociological and psychological characteristics of the principal types of women's occupations and the problems of these occupations and their possible solution. The types dealt with are the social welfare worker, factory worker, home worker, store and office clerk, post-office clerk and telegrapher, the members of the learned professions, and the housewife.

ZENTRALVERBAND DEUTSCHER KONSUMVEREINE. *Jahrbuch*, 1924, Vol. II. Hamburg, 1924. viii, 790 pp.

Volume II of the yearbook of the Central Union of German Consumers' Cooperative Societies.



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